Cumberland Council

Post Specification

Date	**July 2015**
Post Group Number	**6447**
Post Title	**Family Assessment and Support Team Manager, Children and Families**
Job Family	**People Care & Development**
Job Family Role Profile	**PCD6S**
Final Grade	**14**

To be read in conjunction with the job family role profile

Service Area description

Children and Families – Providing assessment, plan and review services to child in need, child in need of protection, looked after children.

Purpose of this post

Providing assessment, planning and intervention services to children in need, children in need of protection and looked after children, working in partnership with colleagues from within the Council and other agencies.

Key job specific accountabilities

1. To manage child and family workers undertaking work with children and their families in accordance with quality, national and legislative standards.
2. To provide clear management oversight and effective decision making in order to meet children's needs in a timely way.
3. To be responsible for the performance management of the designated team.
4. To manage and coordinate work activities which incorporate service priorities at a district and county level and take required actions when necessary.
5. To liaise and develop effective partnership arrangements to enable children and their family's needs to be met in a holistic way.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	• Devolved responsibility for a budget.
Staff Management Responsibilities	• Up to 10 child and family workers • Responsibility for the family centre building in terms of key holder, organisation of general maintenance and health and safety.
Other	•

Essential Criteria - Qualifications, knowledge, experience and expertise

Qualifications:

Essential

- NVQ level 4 in associated area with substantial working experience in this area of work

Desirable

- Management qualification

Knowledge:

Essential
- Understanding of relevant policies, statutory guidance and legislation relating to children in need, child protection, looked after children.
- Understanding of the role and responsibilities of leadership and management.
- Demonstrate significant understating of relevant research evidence that highlights effective intervention with families.

Relevant Experience:

Essential
- Experience in preparing reports for court.
- Working in statutory partnerships
- Experience of monitoring performance and addressing shortfalls.
- Developing services with the involvement of children, young people and their families.
- Experience of managing others.
- Experience of assessing the needs of children and their families, including those children in need, in need of protection, looked after.

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
    - DBS Enhanced – Children

Job working circumstances

Emotional Demands	Significant and regular
Physical Demands	Normal
Working Conditions	Mostly protected, indoors/travelling

Other Factors

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