

Role Profile

Part A - Grade & Structure Information

Job Family Code	11SW	Role Title	Team Manager Fostering
Grade	PS11SC	Reports to (role title)	Service Manager
		Directorate	Children, Families, Learning & Communities
JE Band	439-518	Service	Children's Service- Corporate Parenting
		Team	Fostering
		Date Role Profile was created	21/11/2018

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>Manage and develop a team of social workers and/or specialised practitioners in a geographical area or across the county, developing a strengths based, motivational interviewing approach that aims to keep as many children in need/in need of protection, safely within their family, or with their foster family.</p> <p>Work collaboratively with colleagues and partners to deliver effective and efficient services which are on time, within budget, and in accordance with relevant statutory requirements, to ensure that children and young people's needs are being met and vulnerable children and young people are protected from harm.</p> <p>Manage operational effectiveness of the team, allocating and prioritising workloads and take responsibility for ensuring all work is managed efficiently and that children are safeguarded.</p> <p>Ensure that social work records, assessments, plans and documentation for all children, young people and foster carers, for whom the team is responsible are effectively maintained in line with practice standards and organisational policy and procedure.</p> <p>Promote purposeful social work practice, adhering to Fostering Regulations. Undertake regular clinical and case work supervision that is reflective and outlines clearly the next steps to improve outcomes for children, young people and foster families.</p> <p>Ensure the team understands and adheres to the Quality Assurance Framework, and manage the effective use of performance processes and systems to promote effective service delivery and drive improvement. Ensure that all safeguarding matters are reported to senior management in a timely manner.</p> <p>Ascertain the views, feelings and wishes of children, young people and their parents /carers and use to appropriately inform their care plans and development and performance of services.</p>
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Work Context	<p>Each postholder will take lead responsibility for one of the following areas of the Fostering service i.e. General Fostering, Fostering Recruitment, One to One Fostering, Parent and Child Fostering, Short Breaks for Disabled Children and Disability Specialists, Family and Friends and Supported Lodgings.</p> <p>Team Managers work in either the Family Resilience and Safeguarding or the Corporate Parenting divisions of Children's Services. Children's Services' priority is that children and young people are safe and feel safe and confident, which means providing timely, accessible help and support to ensure they are resilient, independent and confident in their future. Services include safeguarding vulnerable children and young people and providing early help to identify and address problems before they escalate.</p> <p>Team Managers instil in their teams an ethos of personal accountability in providing high quality services and improving the lives of children and young people. They forge positive and beneficial relationships with partners (such as parents/carers, foster carers, schools, health services, police, voluntary organisations and districts and boroughs) to deliver integrated services. They promote a culture in which children and families are worked with respectfully, with a recognition of their diverse experiences and backgrounds and in a spirit of partnership that encourages families to develop their own solutions and to receive the help and support they need to address their complex issues.</p> <p>Team Managers are accountable for front-line operational management in one of the specialist areas shown below. They also support Service Managers implementing their responsibilities by leading on project work and deputising for the Service Manager where required.</p> <ul style="list-style-type: none"> • Assessment • Family Safeguarding • Looked after children • Children leaving care • CAMHS/Hope • Children with disabilities
Line management responsibility if applicable	Line management of a team of social workers and/or specialist practitioners, and overseeing related support staff.
Budget responsibility if applicable	Delegated budgetary responsibilities and responsible for resource management of team and authorisation of spend on service users/foster carers.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	<p>Casework Management</p> <ul style="list-style-type: none"> • Provide leadership and professional support to colleagues and other professionals in situations of high complexity. • Apply extensive knowledge of practice, theory and legislation to enhance practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence. • Make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence-informed practice. <p>Assessment and Review</p> <ul style="list-style-type: none"> • Support and encourage professional decision-making in others, to enable assessment procedures to be used discerningly in response to the presenting needs. • Maintain and provide expertise in specialist assessment and intervention and support others to develop these skills. • Model the effective assessment and management of risk in complex situations, across a range of situations, including positive risk taking situations. <p>Safeguarding</p> <ul style="list-style-type: none"> • Provide professional leadership on safeguarding issues in collaboration with other senior members of the team. • Provide support to resolve concerns about practice.

	<p>People Management</p> <ul style="list-style-type: none">• Manage a defined team or area providing clear organisation, direction and development.• Provide professional support, advice and/or supervision.• Monitor and support the performance management and development of team members using a coaching approach, to support individual development and ensure that individual contributions are maximised.• Manage complaints where required, and verify assessments and authorise when appropriate. <p>Work with others</p> <ul style="list-style-type: none">• Promote positive working relationships in and across teams and with partners in statutory, voluntary and third sector organisations, using strategies for collaboration and arbitration.• Contribute to and provide professional leadership of organisational change and development and address performance management issues that arise.• Ensure that all staff in the team are adhering to the requirements of data quality legislation. <p>Finance/Resource Management</p> <ul style="list-style-type: none">• When required, monitor, analyse and manage delegated budgets, funding and resources in accordance with council policies and procedures, or have indirect influence on wider service budget. <p>Duties For All</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, safety and welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.</p>
<p>Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics</p>	<ul style="list-style-type: none">• Relevant professional qualification and registration where required.• Extensive, sophisticated and up to date working knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of Health and Social Care services.• Ability to promote positive working relationships in and across teams, using strategies for collaboration and arbitration.• Ability to contribute to and provide professional leadership of organisational change and development and address performance management issues that arise.• Ability to communicate effectively in highly charged, complex or challenging situations to a wide range of audiences for different purposes and at different levels, including public speaking.• Ability to model and promote a culture of clear communication, supporting the development of effective communication skills in others.• Ability to influence organisational development pro-actively using feedback from your area of responsibility• Ability to gather information to inform judgement for interventions in more complex situations and in response to challenge.• Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way.• Ability to use knowledge to make complex judgements in uncertain and ambiguous situations, supporting others to do the same.• Excellent partnership working skills with an ability to communicate and collaborate effectively with partners in statutory, voluntary and third sector organisations.• Competent in the use of basic IT skills.• Demonstrable experience in successful recruiting, performance managing, coaching and developing staff.• Good problem solving and analytical skills with the capacity to devise and implement innovative

Details of the specific qualifications and/or experience if required for the role in line with the above description	<ul style="list-style-type: none">• Professional social work qualification, CQSW or Diploma in Social Work (DipSW), or other relevant qualification recognised by the HCPC.• Registered or in process of registering with the HCPC.• Substantial experience in assessing the needs of, and undertaking direct work with children and young people, with a track record of improving children and young people's lives in a UK statutory setting.• Able to demonstrate understanding of the needs of children/young people in their specialist area.• Ability to evidence skills in or willingness to develop Motivational Interviewing, partnership working and purposeful high quality supervision that has impacted on improved outcomes for children, young people and families and staff retention.• Satisfactory DBS clearance is required.• Willing and able to travel around the county to meet the demands of the role, to work from different sites, and work evenings and weekends if required in line with service needs.
Role Summary	<p>Roles at this level assist with leading, motivating and managing a team ensuring the service provided is consistent, effective and delivers positive outcomes for individuals, their carers and families.</p> <p>They contribute to and support the development of practice, procedures and policy and specifically the professional development of the team.</p> <p>They are accountable for the provision of effective professional practice within the team, the provision of effective, reflective professional supervision, as well as line management and appraisal.</p> <p>These roles provide expert guidance in situations of complexity, where there is conflict or resistance and enable others in the team to manage complex and challenging situations. They deputise for the team manager when required (where appropriate).</p>

