

# Team Manager, Social Work - Grade 14

## Job purpose

For jobs in Assessment and Intervention, Front Door, Duty and Advice, Risk and Vulnerability, Children in Care, Care Leavers and Fostering

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

As Team Manager of a Social Work team, you will be accountable for the development and delivery of a complex range of key services in line with policy, best practice, professional standards and legislation ensuring children are at the centre of social work practice. Reporting to the Service Manager and Head of service, you will work strategically as part of a wider management team to design and implement service changes and improvement.

You will have responsibility for one of the following areas: Assessment and Intervention, Front Door, Duty and Advice, Risk and Vulnerability, Children in Care, Care Leavers and Fostering.

This role is based within [Children and Families](#).

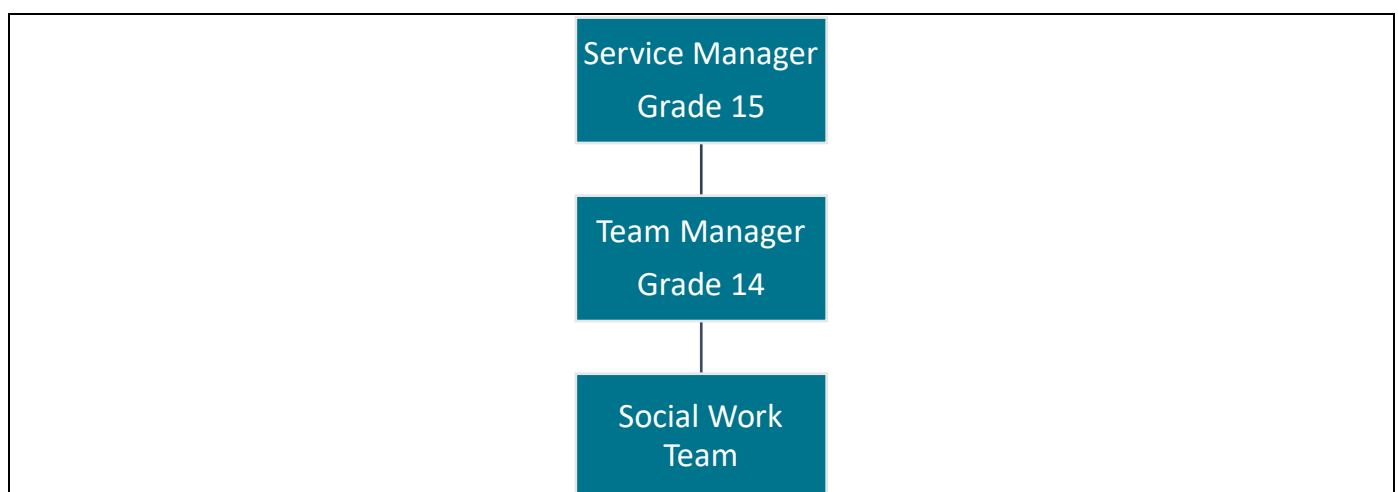
Find out more about [working for Kirklees](#).

## Key areas of responsibility

- As a Team Manager of a Social Work team your professional expertise and leadership skills inspire your team to deliver the best services possible. You will ensure that risk is managed proportionately, and safeguarding is of paramount importance.
- You will be a professional role model accountable for quality of practice, developing the potential of all employees and promoting a culture which maximises employee contribution to achieving service objectives.
- You will ensure that all staff are supported and provided with opportunities to develop their skills. You will support and embed a culture of Continuous Professional Development within the team and ensure there is high quality supervision to support individual development and career aspirations.
- Overall management oversight, developing and implementing strategies to ensure the team has workloads appropriate to their level of skill and experience is fundamental to this role. You will take responsibility for prioritising the work of the team and effectively deploying resources.

- As a strategic change manager, you will be instrumental in the shaping and commissioning of services and will lead on identifying ways of improving outcomes for children and families, developing creative solutions, responding to changes in legislation and practice.
- You will take a reasoned and timely approach to decision making.
- You will ensure services are fully fit for purpose and be able to robustly report quality, costs, and performance against national and local indicators.
- You will have a key role in monitoring both individual and team performance e.g. ensuring that your team record information accurately and in a timely manner. You will have responsibility for completing audits, analysing information and putting in place any required strategies for improvement.
- Developing critical partnerships across the Council and with key partners to deliver seamless services across boundaries taking a whole system approach is also key to this job.
- You will be accountable for delivering high quality, cost effective services to provide the best outcomes for children, delivering services within budget with necessary savings and efficiencies whilst managing risk.
- Works within professional standards and ensures the team does the same. Ensures learning is shared and embedded in practice, promoting a culture of Continuous Professional Development to ensure employees are equipped with appropriate skills and resources and empowers them to deliver services effectively.

## Position of job in organisational structure



## Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Social Work qualified and HCPC registered with significant post qualification experience in a relevant setting.	Essential
Ability to develop and deliver the strategic vision for our service improvement programme.	Essential
Experience at a managerial level and able to demonstrate successful employee, budget and resource management.	Essential
Keeps up to date with changes and is committed to continuous professional and management development and working within professional standards.	Essential
Detailed working knowledge of relevant legislation and ability to apply legislation to practice together with a detailed understanding of developments in children's social care and the implications for Social Work	Essential
IT skills to support accurate and timely case recording and management information.	Essential
Ability to understand and manage complex situations across services, partner agencies and organisational boundaries.	Essential
Experience of developing and implementing management systems and procedures which evaluate service provision and employee performance.	Essential
Analytical and problem-solving skills based on a clear understanding of issues facing children's social care.	Essential
High level communication skills to be able to present complex information both verbally and in writing to a variety of audiences.	Essential
Understanding of and ability to work within the political environment.	Essential
Proven relationship management skills and ability to influence at all levels.	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential

## Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty

- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 3. Find out more about [Council Behaviours and Expectations](#).

## General information

See your responsibilities related to [Safeguarding](#).  
DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

## For Office Use Only:

Job Category	Social Care - Children	Grading ID	66680
Job ID	80101205	Last Updated	July 2021
Job Focus	No	Career Progression	No

## Contractual Variants

DBS Category	Children	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	Market Rate Supplement
HR Checked	R Breeze		