

Social Work Team Manager – Grade 13

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 you will be responsible for the development and delivery of a complex range of key services in line with policy, best practice, professional standards and legislation. You will ensure that services are delivered within resources and are strengths based and valued by the people who receive them.

This role is based within Adults and Health Click here to find out more about [working for Kirklees](#)

The Job

As a Social Work Team Manager your professional expertise and leadership skills will ensure your team provides excellent services and ensures individual needs and aspirations are supported all times, that risk is managed proportionately and safeguarding is of paramount importance. Your oversight of professional practice is therefore a crucial part of the role.

Our services are based on promoting wellbeing through early intervention and preventions and providing support to meet identified needs. You will have responsibility for resource and financial management to make sure that services are effectively delivered within available resources.

As a qualified Social Worker, you will be a professional role model to your team and will be accountable for quality of practice, developing the potential of your team and promoting a culture which maximises their contribution to achieving service objectives.

Taking a partnership approach to your work you will develop and use professional networks to support multi-agency working that supports a strengths based value for money approach. Your role in safeguarding will be vital.

You will be key in putting change into practice by contributing to the development and implementation of strategy, policy and procedures in line legislation and best practice.

Job Checklist

- Is responsible for delivering high quality, cost effective services to provide the best outcomes for service users.
- Is responsible for delivering services within budget whilst supporting the team to positively manage risk and promote independence and wellbeing.
- Is responsible the performance of their team by ensuring the highest professional standards and conduct are implemented.
- Works within professional standards and ensures the team does the same. Ensures learning is shared and embedded in practice.
- Promotes a culture of Continuous Professional Development ensuring employees are equipped with appropriate skills and resources and empowers them to deliver services effectively.
- Provides professional leadership to employees and acts as a role model ensuring the highest quality of practice.
- Is accountable for taking a reasoned and timely approach to decision making.
- Develops and implements strategies to ensure team workloads are appropriate to their level of skill and experience.
- Works proactively within HR and Financial policies and procedures.
- Uses management information to support performance improvement and resource management at a strategic level.
- Develops relationships with partners to provide seamless services.
- Works with other Team Managers on the development and transformation of services.

Please click here to see your responsibilities related to safeguarding [●](#)

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

Committed to making a positive difference to vulnerable people's lives you'll work hard to ensure your team does the same. Your experience as Social Worker means that you understand the challenges and demands placed on employees. Your passion and energy will inspire confidence in your team to deliver the best possible service to residents in Kirklees.

As a manager in the service you will use your communication skills to positively engage with our partners.

You will create a supportive working environment where professional and personal development is encouraged and valued and wellbeing and resilience are promoted.

Working in a constantly changing environment you will embed new and creative ways of working and will support the delivery of service improvements.

A commitment to performance management means you will take action to address underperformance and you will make sure any learning is shared and embedded across the teams.

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 role model the Council's Expectations of a New Council manager within the organisation.

This role is at Level 3. The Council's [Behaviours and Expectations](#) will be tested throughout the selection process.

Person Checklist

- Experience at a management level and be able to demonstrate successful staff supervision, budget and resource management.
- Social Work qualified with HCPC registration and the ability to work within professional standards.
- Leadership skills that promote consistency with all employees, being approachable to address issues appropriately.
- Able to find creative solutions to shortages in resource, including allocation and prioritisation of work.
- Proactive in response to the changing needs of the service. Developing new initiatives and effective, efficient ways of working
- Effective communication skills to be able to work in partnership with all colleagues and partners.
- Ability to develop plans and make changes to service provision within an ever changing legislative climate.
- To be supportive of employees, with an awareness of individual strengths and limitations. Optimising and challenging these accordingly.
- IT skills to support accurate and timely case recording.
- Accepts that an enhanced DBS check will be required

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular 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 Recruitment Purposes: In order to be considered for this role you will need to demonstrate in your application form how you meet the requirements in the Person Checklist.