

# Team Manager - Social Work - Grade 14

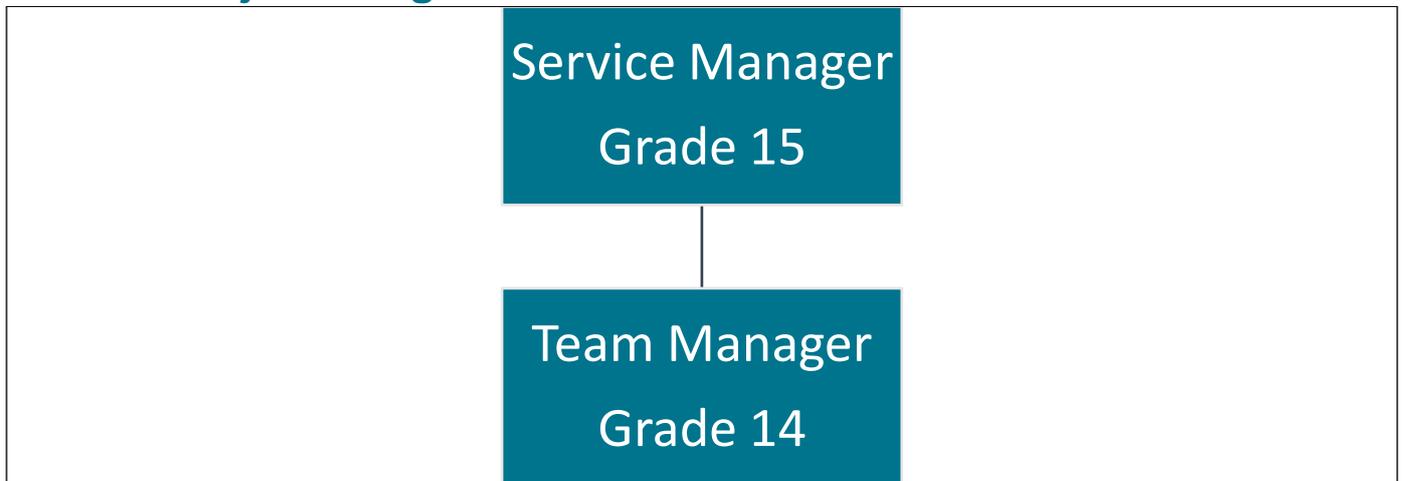
## Job Category

To be read in conjunction with Team Manager – Social Work Job Profile which provides the full range of Team Manager responsibilities across the Social Work function.

## Role Description

- Is accountable for delivering high quality, cost effective services to provide the best outcomes for children.
- Is accountable for delivering services within budget, delivering necessary savings and efficiencies whilst managing risk.
- Is accountable for the performance of their team and the services as a whole 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 and inspirational 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.
- Has strategic responsibility for developing, introducing, and managing change in the service balancing risks within this.
- Uses management information to support performance improvement and resource management at a strategic level.
- Develops relationships with partners to provide seamless services.

## Position of job in organisational structure



## Employee Specification

<b>Knowledge, qualifications, skills, and experience</b>	<b>Shortlisting criteria</b>
Social Work qualified and Social Work England 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



<b>Knowledge, qualifications, skills, and experience</b>	<b>Shortlisting criteria</b>
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

### For Office Use Only:

Job Category	Social Care	Grading ID	65360
Job ID	80101205	Last Updated	August 2021
Job Focus	Yes	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	