

Team Manager – Fostering - Grade 14

Job Focus

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

This post is pivotal in supporting the Service Manager in delivering a high-quality service for children and young people, and foster carers. The Fostering Service is made up of service areas whose primary function is to provide a high-quality fostering service. The Fostering Service is made up of the following areas:

- The Recruitment and Assessment Team
- Marketing
- Supervisory Team
- The Connected Person Assessment Team

Role Description

Depending on the needs of the service at the time, the Fostering Team Manager responsibilities will include management oversight of the above teams/ workforce.

As Team Manager you will be managing and supervising the Recruitment and Assessment Team. You will have responsibility for increasing the number of Kirklees Foster Carers. This will involve overseeing and driving the recruitment and marketing plan to support the Council's priority to increase the number of homes for children within Kirklees. You will be responsible for managing the performance of the team to ensure timely and appropriate responses to enquiries from prospective carers and ensure assessments are robust so that carers are offering high quality care to children and young people.

The primary focus of role will be to ensure that all work undertaken by the fostering service meets and exceeds the standards and expectations contained in its Statement of Purpose as well as fully complying with Ofsted, fostering regulations and standards.

You will work alongside the other Team Managers within the Fostering Service to continue to develop the service and the teams.

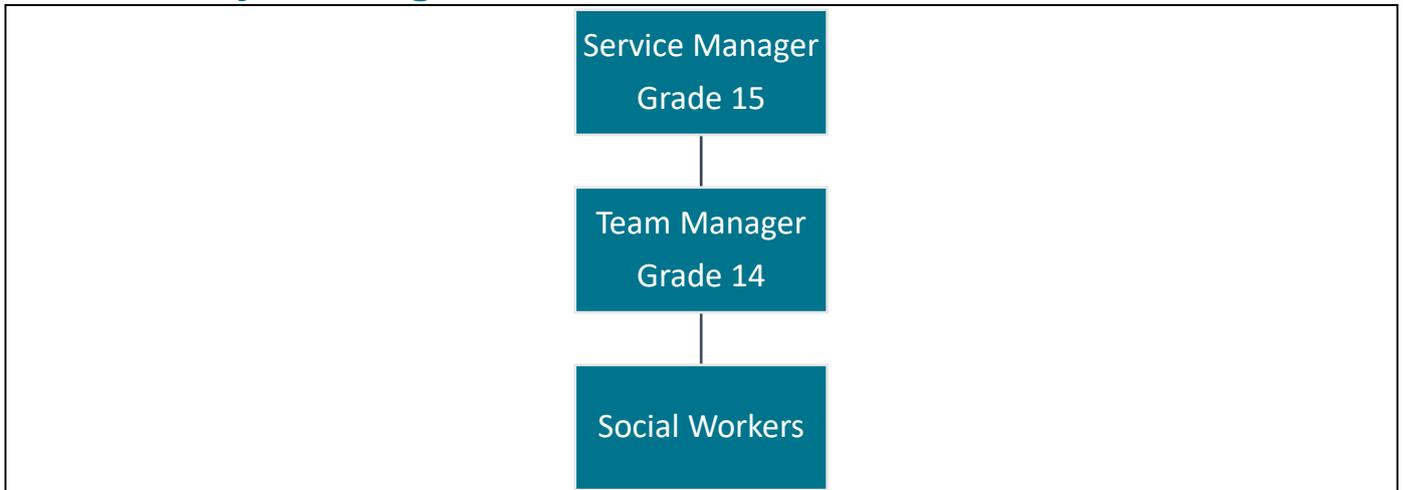
You will develop and maintain systems to measure performance against established standards. To monitor performance according to agreed standards and take necessary action to communicate/advise/assist according to performance levels.

The Team Manager also works closely with other colleagues and fulfils specific responsibilities in relation to foster carer recruitment and assessment, referrals and placements, training, foster carer learning, and development of our fostering panel. The post holder also contributes to the strategic development and successful increase of Foster Carers in Kirklees.

Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
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
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

Position of job in organisational structure



For Office Use Only:

Job Category	Social Care - Children	Grading ID	65360
Job ID	80101205	Last Updated	May 2023
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	