

# Social Work Team Manager – Grade 13

## Job purpose

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.

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 multiagency 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.

This role is based within [Adults and Health](#). Find out more about [working for Kirklees](#).

## Key areas of responsibility

- 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.

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.

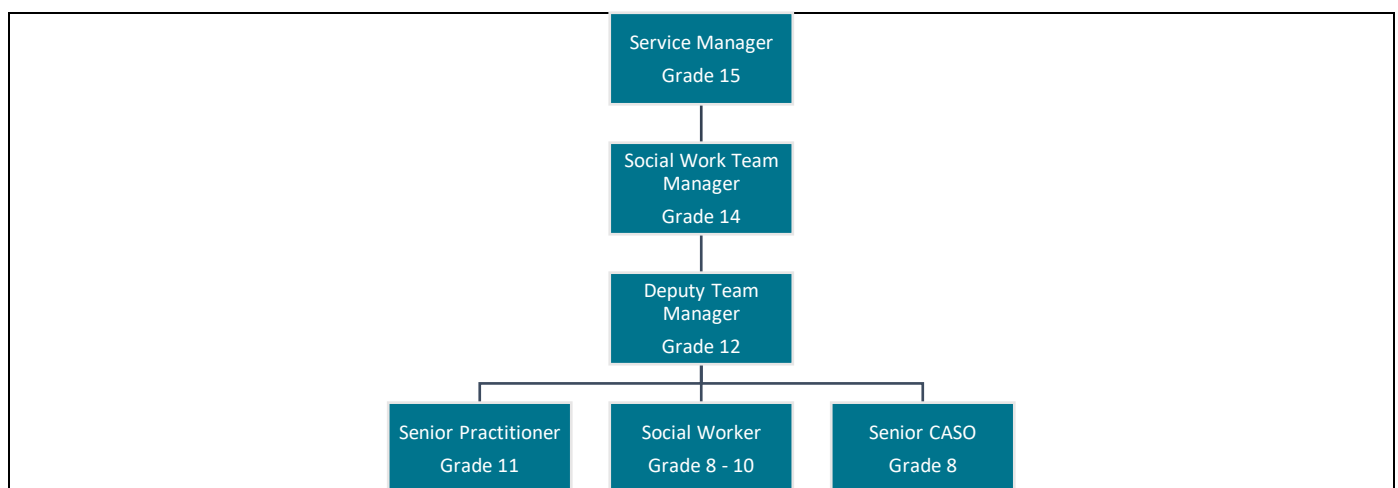
Committed to making a positive difference to vulnerable team does the same. Your experience as Social Worker means that you understand the challenges and demands placed on employees. Your passion and energy will inspire confidence in your team to deliver the best possible service to residents in Kirklees.

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 under performance and you will make sure any learning is shared and embedded across the teams.

## Position of job in organisational structure



## Employee Specification

<b>Knowledge, qualifications, skills, and experience</b>	<b>Shortlisting criteria</b>
Experience at a management level and be able to demonstrate successful staff supervision, budget, and resource management.	Essential
Social Work qualified with Social Work England (SWE) registration and the ability to work within professional standards.	Essential
Leadership skills that promote consistency with all employees, being approachable to address issues appropriately.	Essential
Able to find creative solutions to shortages in resource, including allocation and prioritisation of work.	Essential
Proactive in response to the changing needs of the service. Developing new initiatives and effective, efficient ways of working.	Essential
Effective communication skills to be able to work in partnership with all colleagues and partners.	Essential
Ability to develop plans and make changes to service provision within an ever-changing legislative climate.	Essential
To be supportive of employees, with an awareness of individual strengths and limitations. Optimising and challenging these accordingly.	Essential
IT skills to support accurate and timely case recording.	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
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving license, and it is expected that you will either use a council vehicle or your own car.	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](#).

This Job 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 Office Use Only:

Job Category	Social Care – Adults	Grading ID	24075
Job ID	80101903	Last Updated	14/04/2022
Job Focus	No	Career Progression	No

## Contractual Variants

DBS Category	Adults	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	Yes
Night Working	No	Alternating Pattern	No
Standby	Yes	Other	No
Checked by HR	L Crossley		