

Team Leader – REAL Employment Grade 8

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.

You will be part of a team supporting adults with learning disabilities to find employment. You will lead and have a presence in the team and will promote excellent practice.

Our services promote independence working with vulnerable adults with learning and physical disabilities or older people with dementia supporting them in their homes or in day opportunity facilities to access social, recreational, educational and/or employment opportunities within local communities.

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

The Job

You will be part of a team providing excellent services to vulnerable adults. You will ensure individual needs and aspirations are supported at all times, that risk is managed proportionately and safeguarding is of paramount importance.

Our services are based on promoting wellbeing and independence through early intervention and prevention and providing support to meet identified needs.

As an experienced worker in Social Care, you will be a role model to the team and will support the Team Manager in developing the potential of the team and promoting a culture which maximises their contribution to achieving service objectives.

You will be committed to developing positive professional working relationships with partner agencies and use networks to support multi-agency working that supports a strengths based value for money approach.

You will ensure the effective, accurate and timely record keeping and administration to support the smooth running of the team

Job Checklist

- Supports the team in delivering high quality, cost effective services to provide the best outcomes for service users.
- Supports the team to positively manage risk and promote independence and wellbeing.
- Supports the Team Manager in managing the performance of the team ensuring the highest standards and conduct are implemented.
- Supports the Team Manager to ensure learning is shared and embedded in practice.
- Promotes a culture of continuous development ensuring employees are equipped with appropriate skills and to deliver services effectively.
- Acts as a role model ensuring the highest quality of practice.
- Supports the Team manager to develop and implement strategies to ensure team workloads are appropriate to their level of skill and experience.
- Uses management information to support performance improvement and resource management
- Develops relationships with partners to provide seamless services.
- Supports the Team Manager on the development and transformation of services.

Please read our [safeguarding policy](#)

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 support the team does the same. Your experience as a social care practitioner means that you understand the challenges and demands placed on employees. Your passion and energy will inspire confidence in the team to deliver the best possible service to residents in Kirklees.

As a Team Leader 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
- Honest
- Respectful
- Flexible
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a Council employee within the organisation.

Person Checklist

- Experience of working with vulnerable adults and a sound knowledge of how to successfully deliver outcomes for customers.
- Ability to supervise and motivate employees.
- Understanding of supported employment and the challenges facing individuals with disabilities in training, volunteering and work.
- Has the skills and vision to be able to work with diverse cases and be able to create vocational profiles to meet individual needs.
- Able to allocate and prioritise work.
- Proactive in response to the changing needs of the service. Supports the Team Manager in developing new initiatives and effective, efficient ways of working.
- Effective communication skills to be able to work in partnership with all colleagues and partners.
- Understanding of health and safety responsibilities and good practice.
- IT skills to support accurate and timely case recording.
- Accepts that a 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 how you meet the requirements of the person checklist.