

## Team Manager – Social Work Teams GR 14

### For jobs in Assessment and Intervention, Front Door, Duty and Advice, Risk and Vulnerability, Children in Care, Care Leavers and Fostering

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 of a Social Work team you will be accountable for the development and delivery of a complex range of key services in line with policy, best practice, professional standards and legislation ensuring children are at the centre of social work practice. Reporting to the Head of service, you will work strategically as part of a wider management team to design and implement service changes and improvement.

You will have responsibility for one of the following areas: Assessment and Intervention, Front Door, Duty and Advice, Risk and Vulnerability, Children in Care, Care Leavers and Fostering. This role is based within Children and Families.

### The Job

As a Team Manager of a Social Work team your professional expertise and leadership skills inspire your team to deliver the best services possible. You will ensure that risk is managed proportionately and safeguarding is of paramount importance.

You will be a professional role model accountable for quality of practice, developing the potential of all employees and promoting a culture which maximises employee contribution to achieving service objectives.

You will ensure that all staff are supported and provided with opportunities to develop their skills. You will support and embed a culture of Continuous Professional Development within the team and ensure there is high quality supervision to support individual development and career aspirations.

Overall management oversight to ensure the team has workloads appropriate to their level of skill and experience is fundamental to this role. You will take responsibility for prioritising the work of the team and effectively deploying resources.

As a strategic change manager, you will be instrumental in the shaping and commissioning of services and will lead on identifying ways of improving outcomes for children and families developing creative solutions, responding to changes in legislation and practice. You will ensure services are fully fit for purpose and be able to robustly report quality, costs and performance against national and local indicators.

You will have a key role in monitoring both individual and team performance e.g. ensuring that your team record information accurately and in a timely manner. You will have responsibility for completing audits, analysing information and putting in place any required strategies for improvement.

Developing critical partnerships across the Council and with key partners to deliver seamless services across boundaries taking a whole system approach is also key to this job.

### Job Checklist

- 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 service 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.

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 the lives of children and families, you'll work hard to ensure your team does the same. Your experience as a social work professional 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.

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

You will lead by example, showing integrity, creativity, resilience and clarity of thought and use your highly developed communication skills to engage with and influence employees, service users and our partners.

Working in a constantly changing environment you will champion new and creative ways of working and will contribute to delivering service improvements.

You will have a reasoned and timely approach to decision making and will be accountable for your decisions. 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 service.

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

We also expect you to promote and role model the Council's Expectations of a New Council manager within the organisation. This role is at level 3. To find out more about Council Behaviours and Expectations please click [here](#). These will be tested throughout the selection process.

## Person Checklist

- Social Work qualified and Social Work England registered with significant post qualification experience in a relevant setting.
- Ability to develop and deliver the strategic vision for our service improvement programme.
- Experience at a managerial level and able to demonstrate successful employee, budget and resource management.
- Keeps up to date with changes and is committed to continuous professional and management development and working within professional standards.
- 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
- IT skills to support accurate and timely case recording and management information.
- Ability to understand and manage complex situations across services, partner agencies and organisational boundaries.
- Ability to develop and implement management systems and procedures which evaluate service provision and employee performance.
- Analytical and problem solving skills based on a clear understanding of issues facing children's social care.
- High level communication skills to be able to present complex information both verbally and in writing to a variety of audiences.
- Understanding of and ability to work within the political environment.
- Proven relationship management skills and ability to influence at all levels.
- 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 complete the shortlisting booklet