

Leaving Care Team Leader - Grade 11

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.

To assist the Team Manager in the efficient organisation, supervision and workload management of a team of Personal Advisors within the Leaving Care Service. To also assist Personal Advisors who you have supervisory responsibility for within the Leaving Care Team to devise and implement pathway plans based on assessment of need for young people in care and/or leaving care.

This role is based within the Leaving Care Service. Click [here](#) to find out more.

The Job

Reporting to the Service Manager, you will be responsible for managing a small team of Personal Advisors (PA). You have supervisory responsibility for PA within the Leaving Care Team to devise and implement plans based on assessment of need for young people in care and/or leaving care. You will provide casework supervision and management oversight of the work of your team to ensure efficient and effective service delivery.

- You will ensure that risk and pathway planning is managed proportionately and local and national procedures and legislation are adhered to.
- Working well with partner agencies is key and you will develop and use professional networks to enhance multi-agency working
- To work with Social Work Teams to contribute to assessments of need and implement the pathway plans to meet the leaving care needs of young people, ensuring that this work is recorded in line with policies and procedures.
- To monitor, in conjunction with the Team Manager, the quality of work undertaken by the Personal Advisors the post holder has supervisory responsibility for and take appropriate steps to address any issues that arise.
- To advise PA to support young people in accessing advice, services and benefits from a range of agencies including Education, Training, Employment and Health appropriate to their needs in order to achieve their full potential.
- To ensure that the team manager is consulted on all matters of concern on individual cases, especially such issues as child protection or serious risk issues.

Job Checklist

- To provide, in accordance with Kirklees' policies and procedures, supervision to PA.
- To allocate work in collaboration with the Team Manager to Personal Advisors, taking account of the team's priorities and in accordance with statutory duties and obligations.
- To provide leadership to the Personal Advisors for whom you have supervisory responsibility. To develop their potential and promote a working environment which maximises the contribution of Personal Advisors to achieve the team's and service's objectives.
- To implement in conjunction with the Team Manager the Absence Management Policy for the Personal Advisors the post holder has supervisory responsibility for.
- To be involved in the development of the service and in the setting of measurable objectives.
- To ensure, in conjunction with the Team Manager, that assessments and pathway plans are formulated in accordance with policies, procedures, relevant legislation. Are of good quality and completed within statutory timescales
- To contribute to the promotion of quality service delivery
- To contribute to the development, implementation and review of Team Improvement Plans
- To represent the Leaving Care Team and the service as a whole, presenting a positive image of the service, communicating its values, aims and objectives effectively.

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 young people and to be creative, wherever they work.

We are looking for resilient and flexible individuals who can combine a passion for working with young people, with a commitment to working alongside practitioners and partners in very practical ways – always looking for local solutions that will enhance their participation in, and contribution to the planning and service delivery for young people.

You will have good knowledge and experience in working in this area in order to support the Team Manager to develop the Leaving Care Service, providing skills development and consultation to practitioners and coaching less experienced workers

Excellent interpersonal skills required to effect change in both young people and in workers who may need to be challenged to adopt new styles of working or improve practice

You will support team development by creating a working environment where professional and personal development is valued. Working in a constantly changing environment you will champion new and creative ways of working and will be keen to contribute to service developments.

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 employee within the organisation.

This role is at level 2. The Council's Behaviours and Expectations will be tested throughout the selection process.

Person Checklist

- Relevant experience of delivery of a high quality service working with children and young people and who have multiple vulnerabilities.
- Able to build and maintain effective working relationships with partners.
- Experience of supporting workers (including performance based supervision/ and or coaching) that are case working with vulnerable young people.
- Committed to personal and career development and keeps up to date with developments in Leaving Care and work within professional standards.
- Detailed working knowledge of relevant legislation and ability to apply legislation to practice
- Understanding of issues facing young people who are going through the transition from being a child looked after to leaving care.
- Problem solving skills based on a clear understanding of issues facing care experienced young people
- Able to lead and motivate others
- Good communication skills to be able to present information both verbally and in writing.
- Uses IT proactively to support accurate and timely case recording and management information in line with statutory responsibilities for the Leaving Care Service
- Willing to travel to various locations for training and to attend meetings
- 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 how you meet the Person Checklist.