

Job specification

Job title: Team Manager (Generic CSC)
Service: Children and Families
Grade: Grade 12
Reporting to: Service Manager – Children and Families

Your job

You will lead the development and delivery of effective social work practice in children's social care. You will be responsible for ensuring that social work practice is safe, child focused and underpinned by the Deal principals. You will ensure that Signs of Safety is embedded as our practice model through effective leadership and management. You will work alongside other managers to ensure that the service is highly effective, meets statutory requirements and supports all aspects of practice through highly effective performance management oversight.

You will operate in an environment of transformational change and innovation, be able to manage change in a time of financial constraints whilst providing clear and effective leadership to social work teams.

Through the implementation of the deal principles you will demonstrate and encourage others to be creative, innovative and improve service delivery, demonstrating improved outcomes and value for money.

You will be central in developing the whole work force, fostering a culture of continued learning, adoption of best practice, developing aspirational future leaders within the organisation.

You will have operational accountability for a team of social workers and your role is pivotal to promote and govern excellent practice and develop excellent practitioners.

You will ensure the team understands and adheres to the quality assurance framework, including case audits and that continuous improvement is evidence based and includes learning from SCR's and research that informs practice and decision making.

Shape and influence the practice system demonstrating confident analysis and decisions making. You will ensure that supervision is reflective, challenging and explorative to enable informed decision making on cases that occurs to safeguard children.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's Officer (regulating data protection compliance in the UK). It is your responsibility to ensure to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

- ◆ Support the operational delivery of services to support the change in children's statutory services. and have the skills to drive innovation in practice
- ◆ Ensure your team is highly effective and high performing and works collaboratively with other agencies and key stakeholders to provide a SOS approach to assessment and planning
- ◆ Supervise staff and resources within the team as part of the delivery of high quality services to children and families according to the aims and objectives of the service. This will also include practice observations.
- ◆ You will have responsibility to ensure that your team meets statutory requirements set thorough legislations and guidance in respect of children in need and in need of protection, looked after children and care leavers, including those with disabilities.

- ◆ You will be expected to ensure that Signs of Safety is embedded within practice and across all services.
- ◆ Develop effective partnership working that is positive, courageous and accountable and ensure that partners feel valued and able to influence care planning and decision making.
- ◆ Be confident and knowledgeable in child care and family law and understand statutory guidance ,systems and process in order to safeguard and promote best outcomes for children and families.
- ◆ You will be expected to have knowledge and insight of the children, young people and families open to your team. This will include ensuring high quality records, effective care planning and strong management oversight and decision making.
- ◆ You will ensure that the children and young people have good quality assessments and plans of permanence at the earliest opportunity.
- ◆ You will work collaboratively with the Quality Assurance unit to respond appropriately to challenge and effective care planning.
- ◆ In your role you will be expected to manage and respond to complaints within the service and support any learning opportunities in order to improve practice and outcomes for children and families.
- ◆ You will be accountable and will contribute and attend any panels and meeting such as strategy discussions, discharge planning meeting in order to promote effective care planning and decision making for children and families.
- ◆ You will promote and lead the integration of children's social care services across the service delivery footprint. You will have a strong focus on developing a collaborative approach with Start Well, our schools and education settings that ensure a whole family approach to care planning.

In this job you will need

You must be able to demonstrate the following essential requirements:

- ◆ Be fully qualified, have accredited social work professional status (CQSW, DipSW, CSS, PQCCA), current registration with HCPC,
- ◆ Evidence of significant post qualifying experience within a relevant professional field
Some management experience of statutory specialist services
- ◆ Significant knowledge and fundamental understanding of current research, innovation and good practice standards in relation to children & families, Cared for children, care leavers and residential care provision at a local and national level
- ◆ In depth knowledge of statutory and legislative frameworks which underpin effective care planning
- ◆ Leadership skills and the ability to promote and gain commitment to the organisation's policy and objectives
- ◆ Excellent negotiation and influencing skills, with internal and external stakeholders
- ◆ The ability to successfully plan for and effectively contribute to OFSTED inspection processes
- ◆ The ability to manage a heavy workload under pressure and meet competing deadlines
- ◆ A good decision maker who can make critical decisions using your own initiative
- ◆ Experience of working with key stakeholders to ensure collaboration and partnerships
- ◆ The ability to work as part of a team and as an individual, with an innovative approach to recognising problems and providing solutions.

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough