# **PERSON SPECIFICATION: TEAM MANAGER (CHILDREN’S HUB) POST REFERENCE: SR-106636**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | * Social Worker qualification that permits registration with the HCPC as a Social Worker (F) * Registered with HPCP as a Social Worker (F) | * Post Qualifying award (F) * Practice Educator’s award or Training in supervision of staff (F) * Management qualification - DMS or equivalent (F) |
| * **Work or other relevant experience** | * Experience of a wide range of Children and Families work including safeguarding as a practising social worker within the past two years (F) * Management experience (F) (I) * Experience of supervising and appraising staff (F) (I) * Experience of multi-agency working within Children and Families work (F) (I) | * Experience in planning and developing services (F) (I) * Experience in using computerised Social Care Records such as ICS or RAISE (F) (I) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| * **Skills, abilities, knowledge and competencies** | * A working knowledge of the Children Act and other relevant legislation (I) * Ability to implement local policy and procedures relating to Children & Families including safeguarding (I) * Knowledge of the theory and research that underpin work with Children & Families (I ) * Demonstrable skills in multi agency assessment, particularly in terms of risk assessment (I & T) * Experience of chairing multi-agency meetings (F) | tieodeo   * Knowledge of local authority and other agency resources in terms of statutory provision, early help and targeted services. * Understanding of and involvement in Performance Management activities (F) (I) * Experience of chairing strategy meetings (F) * Signs of Safety training | |
| * + **General competencies** | * Able to demonstrate effective written and verbal communication (I) (T) * Commitment to equal opportunities and ability to promote anti-discriminatory practice (I) (T) * Evidence of ability to work effectively in partnership (I) * Proven ability to organise and manage workload (F) (I) * Ability to lead and motivate team members including other agency staff and recognise individual strengths and developmental needs (F) (I) |  | |
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.