# **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 CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease 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)
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| * **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)
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| **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
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| * + **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.