



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Team Manager - Leaving Care Team

GRADE: Band 9

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> • Qualified Social Worker • Registered with the HCPC • PQ attainment 	<ul style="list-style-type: none"> • Relevant and accredited management qualification • Qualifications relating to service provision with children, adults and families, effective interventions, use of social research etc • Degree level or equivalent 	<ul style="list-style-type: none"> • Application form • Certificates
Work Experience	<ul style="list-style-type: none"> • Considerable and direct experience of delivering services to young people looked after and care leavers • Significant experience of direct work with children, young people and their families in a social care/safeguarding setting • Experience of staff management/supervision and/or development • Significant experience of identifying and responding to need and risk • Significant experience of working on a multi disciplinary basis across agencies and systems • Experience of involving children and young people ensuring their views are heard and acted upon • Experience of co-ordinating and chairing meetings • Experience of handling complex and sensitive information, analysis and the writing of reports 	<ul style="list-style-type: none"> • Managing and/or working in a senior capacity in multi disciplinary teams and partnership settings • Management of social work led teams • Experience of managing budgets and administrative systems • Experienced in working within multi agency risk management frameworks • Experience of multi-disciplinary methods of intervention 	<ul style="list-style-type: none"> • Application form • Interview • References

	<ul style="list-style-type: none"> • Experience of developing and using performance management and quality assurance arrangements • Experience of working and ensuring that others work and behave in ways that promote the rights and special needs of others and are not discriminatory • Experience of working within statutory review processes and timescales • Experience of transition planning for children looked after and young people with complex needs into adulthood 		
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> • Knowledge and understanding of strategic planning for care leavers and the ability to demonstrate this in practice if required • A thorough working knowledge of the legislation relating to children looked after and young people leaving care • A thorough knowledge and understanding of safeguarding and applying this in practice in work with young people leaving care • Ability to place the young person at the centre of all practice and decision making ensuring that the young person's journey through intervention is positive • Ability to form effective working relationships with partner agencies to develop the Corporate Parenting Offer for care leavers • Excellent leadership, management, influencing and negotiating skills • A skilled approach to performance management and quality assurance • Highly developed numeracy, literacy and communication skills • Knowledge and use of ICT systems especially in respect of recording and case management 	<ul style="list-style-type: none"> • Understanding/experience of solution and outcome focussed interventions 	<ul style="list-style-type: none"> • Interview • Young person's panel • References

	<ul style="list-style-type: none"> • Excellent written communication skills, including the ability to write clear policy and procedural documents • Skilled in managing competing priorities within timescales • Able to challenge and scrutinise work of others and self • Able to work as a part of a wider leadership and management team • Able to make decisions and understands role of decision making • The ability to manage developments and potential changes to the service 		
Disposition	<ul style="list-style-type: none"> • Organised and able to organise others • Calm, considered, reflective and decisive • Approachable, able to listen and provide support and leadership to team • Transparent and accountable • Open to innovation and new ways of thinking • Able to delegate appropriately • Provides a positive example to others 		<ul style="list-style-type: none"> • Interview • References
Circumstances	<ul style="list-style-type: none"> • Full current driving licence or access to a means of mobility support • Maybe requested to work outside of normal office hours • Enhanced clearance from the Disclosure and Barring Service 		<ul style="list-style-type: none"> • Interview • DBS check