

Job Profile

Team Manager (Senior Practice Supervisor)

Grade L plus 15% recruitment and retention allowance

Group: Care, Wellbeing and Learning

Location: Civic Centre

Service: Social Work - Children and Families - Fostering

Line Manager: Service Manager, Looked After Children and Corporate Parenting

Car User Status: Casual

Job Purpose:

To supervise the practice and decision making of Social Work practitioners within the fostering service, whilst developing the skills of individuals and the team.

The key roles of this post will include:

1. To undertake a strategic development role in the identification and effective delivery of the fostering service, to scrutinise performance and implement effective and timely improvements to improve outcomes for Looked After Children
2. To ensure appropriate operational management of the team and workload in line with Council priorities, procedures and good practice, ensuring the highest standards of practice by providing reflective supervision and consultation.
3. To be an active member of the Services for Looked After Children Management Team involved in developing the service in line with strategic objectives and change for Children Agenda
4. To provide leadership and people management that creates a culture for teams and individuals to perform at their best.
5. To monitor and control agreed budgets to ensure care plans meet children's needs within best value requirements and financial targets.
6. To promote, develop and maintain effective inter-agency working to ensure the provision of a well co-ordinated service.
7. To promote, develop and implement a recruitment and retention strategy for foster carers that gives placement choice and placement stability for Looked after young people
8. To lead on and deliver a quality customer focused service and achieve key results in line with agreed local and national indicators, outcomes and targets through working with partners and service users to plan, develop and contribute to the development of policy and procedures of the Service.
9. To achieve best practice through continuous organisational learning and implementing quality assurance systems e.g. complaints investigation, file audits, achievement & development
10. To adopt a proactive approach in harnessing new ideas and opportunities to develop a long term vision for the service and take responsibility for personal continuing professional development
11. To prepare and present agreed reports to a range of forums as appropriate.
12. To chair meetings, including planning and strategy meetings, family finding meetings and standards of care, which ensures effective and safe decision making, planning and demonstrating the appropriate use of Council resources.
13. To act as Agency Advisor to the Fostering Panel

14. To effectively manage risk and safeguarding within the fostering service
15. To ensure sufficiency of placement choice to meet service needs through the recruitment and retention of foster carers.
16. To participate in the out of hours fostering duty rota.
17. To deputise for the Service Manager.
18. Such other responsibilities allocated which are appropriate to the grade of the post.

Essential Knowledge, Skills and Qualifications

Essential:

Knowledge and experience

Qualifications:

- Social Work qualification and Post Qualifying training
- HCPC registration
- Current driving licence and access to a car, or means to mobility support

Comprehensive experience of:

- Practising Child Care Social Work.
- Supervising and managing staff groups.
- Practising Social Work within statutory and legislative frameworks including Child Protection and looked after children processes.
- Delivering interventions and achieving change with complex and challenging families and children
- Undertaking complex assessments of family dynamics and systems.
- Analysing and evaluating risk
- Formulating plans designed to reduce risk factors and positively influence change for children
- Supervising Social Workers or Students
- Managing performance and addressing performance issues individually and team
- Delivering training to staff groups
- Budget management

Expert knowledge of:

- National Fostering Service Minimum Standards and Regulations and relevant child care legislation
- Child development throughout the age range
- Child protection and multiagency responsibilities
- Psycho Socio and economic factors impacting on children and families
- Assessment and Social work interventions, including systemic theory
- Statutory and organisational contexts,

Desirable:

Knowledge and experience

Qualifications:

- Post qualifying Management and leadership training

Comprehensive experience of:

- Project and Change management
- Working within a family placement setting with Looked After Children.
- Experience of undertaking / planning recruitment campaigns.
- Court Work
- Managing complex cases
- Assessing children and their families
- Management of a range of professional disciplines
- Leading projects
- Service redesign
- Contributing to quality audit and service evaluation
- Ability to develop and implement service developments

Expert knowledge of:

- Understanding of behavioural and systematic principles and practice with Looked After Children
- Adult learning styles and principles
- Budget management

corporate parenting responsibilities and current Government policy drivers.

- Performance management approaches and Performance frameworks
- Models of reflective practice and supervisory techniques
- Commitment to promoting Equality and Diversity
- Every Child Matters Agenda for Looked After Children

Skills:

Proven Ability to:

- Provide reflective supervision
- Think systemically
- Effectively challenge and influence Social Workers
- Improve the practice of others
- Develop strategies to improve the throughput of work
- Shape and influence a culture of productivity and learning
- Hypothesise and guide Social Workers in seeking evidence based conclusions
- Present complex information in written and oral form
- Chair complex meetings

Personal Qualities:

- Highly empathic, enabling, reflective, respectful and emotionally intelligent
- Strong ethical and moral compass which recognises power imbalance, diversity and discrimination.
- Passion and energy in delivering services to children and families
- Resilient and able to work autonomously under pressure
- Completer finisher
- Able to learn from experience
- Decisive whilst recognising professional lines of governance and accountability
- Able to recognise personal experiences that influence professional perceptions
- Comfortable in applying authority implicit to the role which develops respectful relationships and protects children
- Positive, creative and solution focussed approach.

Miscellaneous:

- ICT literate