



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Practice Manager - Supporting and Strengthening Families

GRADE: SM1

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none">• Qualified social worker• Registered with the HCPC	<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• Post Qualifying Awards including Practice Education	<ul style="list-style-type: none">• Application form• Certificates
Work Experience	<ul style="list-style-type: none">• Significant experience of direct work with children 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 the social work role across the children's social care remit including assessment and planning• Significant experience of working on a multi disciplinary basis across agencies and systems• Experience of involving children and ensuring their views are heard• Experience of co-ordinating and chairing meetings• Experience of handling complex and sensitive information, analysis and	<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• Court work• Experienced in working within multi agency risk management frameworks• Experience of Family Group Conferences, and other models of social work intervention and assessment frameworks	<ul style="list-style-type: none">• Application form• Interview• References

	<ul style="list-style-type: none"> the writing of reports • 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 		
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> • Ability to place the child at the centre of all practice and decision making ensuring that the child's journey through intervention is positive • Ability to form effective working relationships partner agencies and with children and families • Extensive knowledge of effective interventions with children and families in need/in need of protection and permanency planning • A thorough and up to date understanding of the public sector, Local Authority policy context & relevant legislation • An understanding of organisations, systems and functions • An understanding of leadership and people management/motivation including performance management and quality assurance • Understanding of/skills in business planning and implementation • Highly developed numeracy, literacy and communication skills • Knowledge and use of ICT systems especially in respect of recording and case management • 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 	<ul style="list-style-type: none"> • Understanding/experience of solution and outcome focussed interventions • Experience of multi-disciplinary methods of intervention 	<ul style="list-style-type: none"> • Interview • Written exercise/ presentation • References

	<p>wider leadership and management team</p> <ul style="list-style-type: none"> • Able to make decisions and understands role of decision making 		
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 • Flexible approach to work • Committed to the principles of equality and diversity 		<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"> • Application form • DBS check