

Person Specification

Post: Service Manager
(Safeguarding Adults)

Ref:

Experience

- Previous management experience of social workers within a statutory social work setting, including issues such as absence management, performance management and continuing professional development.
- Experience of successfully managing service change and development with evidenced outcomes for adults.
- Experience of working collaboratively and innovatively on a multi-disciplinary basis with demonstrable service improvements as a result of the post holder's involvement

Skills, Knowledge and Aptitude

- Qualified Social Worker holding current registration with the HCPC
- Detailed knowledge of legislation, guidance, best practice and current trends in Adult Social Care and Adult Safeguarding
- Able to demonstrate the ability to strategically plan and deliver a high quality, outcome-focussed social work service whilst translating this into policy, procedure and processes that are easily understood and usable
- Demonstrable track record of standard setting for staff including expectations, timescales and establishing clear lines of responsibility and accountability
- Able to influence, motivate and empower others to build effective teams, relationships, trust and appropriate challenge within a multi-disciplinary setting
- Demonstrable commitment to be an active participant of a teaching and learning organisation
- Able to manage and deliver innovative service solutions within budget and within timescale
- Personal and professional demeanour which generates credibility and confidence amongst service users, Members, senior management, employees and other stakeholders

Skills, Knowledge and Aptitude

- Evidence of an open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference.
- Strong proponent of collaborative leadership at a senior level, with a commitment to being part of a cohesive leadership team.
- Able to think strategically and to analyse financial information and complex issues within a political environment utilising an evidence-based approach to understand the issues and work co-operatively to help service users meet their needs.
- Able to be creative and innovative in delivering outcomes with a clear understanding of the values at the heart of how services and outcomes are delivered.
- Excellent written and oral communication, presentation and critical influencing skills that can engage and facilitate collaborative working with a diverse range of audiences.
- Personal and professional credibility with all stakeholders including service users and staff, partners, providers and elected members that inspire confidence in the Council.
- Strong business acumen with well-developed financial and risk management skills and a track record of transformation of services to delivery improved value for money and more efficient ways of delivery outcomes.
- Commitment to improve the safety and wellbeing of Adults

Disposition

Displays a personal commitment and leadership approach to delivering the Council's values of:

- Fairness
- Co-operation
- Liberating
- Accountable
- Forward Thinking
- Confident
- Leadership

Special Requirements

- Regulated Activity DBS Check
- Able to work whatever hours are reasonable and necessary