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| **POST TITLE** | **GRADE** |
| Deputy Team Manager, South Tees MACH | I |

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| **NOTE TO APPLICANTS**Whilst all points on the specification are important, those listed in the essential column are the key requirements. You should pay particular attention to those points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview. |

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| **CRITERIA** | NECESSARY REQUIREMENTS | **\* M.O.A.** |
|  | **Essential** | **Desirable** |  |
| **EXPERIENCE** | * Substantial experience of working in a child protection/looked after children context
 | * Management experience
* Budget Management Experience
 | A, I, C |
| **SKILLS AND ABILITIES** | * Effective verbal and written communication skills
* IT skills
* Presentation skills
* Leadership skills
* Ability to work with colleagues from a wide range of different professional backgrounds
* Ability work in a complex and rapidly changing environment
* Supervisory Experience
 | * Experience of undertaking strategies.
* Experience of working in a First Contact Team/Multi Agency Hub.
 | A, I, C |
| **EDUCATION/ QUALIFICATIONS/ KNOWLEDGE** | BA SW, DipSW,or equivalentChild Care Award* Current Health & Care Professions Council (HCPC) registration
* Evidence of continuing professional development e.g. ABE

Sound knowledge of policy, legislation and best practice in relation to safeguarding and looked after children* Comprehensive understanding of the operation of local authorities
* Understanding of multi agency systems, agreements and protocols
* Risk management within a safeguarding context
 | * Educated to degree level or equivalent
* Management qualification
 | A, I, C |
| **OTHER REQUIREMENTS** | * Flexible approach to work by responding to the needs of the services including, at times, requirements to work beyond normal working hours
* Commitment to own continuous personal and professional development
* Strong team player, committed to an ethos of continuous improvement
* Negotiating, influencing and facilitation skills
* Ability to remain calm and focused when balancing demands of a number of different areas of responsibility and achieving targets and meeting deadlines
* Problem solving approach
* Ability and willingness to work flexibly as necessary outside office hours
* Car user
* Ability to manage own performance
 | * Full driving licence
* Evidence of own continuous personal and professional development
 | A, I, C  |
| **COMMITMENT TO EQUAL OPPORTUNITIES** | * Commitment to equal opportunities and the ability to recognise the needs of different service users
 | * Evidence of having completed training in equality and diversity awareness
 | A, I  |
| **COMMITMENT TO SERVICE DELIVERY/ CUSTOMER CARE** | * Commitment to provide a customer-focussed service
 | * Evidence of surpassing customer expectations or service targets / goals
 | A, I  |

**METHOD OF ASSESSMENT: (\*M.O.A.)**

A = APPLICATION FORM C = CERTIFICATE E = EXERCISE I = INTERVIEW P = PRESENTATION T = TEST AC = ASSESSMENT CENTRE R = REFERENCE