

**Person Specification  
Team Manager  
Children's Social Care Services**



**Part A**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

**Essential**

- Recognised Social Work Qualification, e.g. CQSW, CSS, DipSW, Degree in Social Work, or equivalent
- Minimum of 3 years post qualifying experience
- Evidence of post qualifying training
- Excellent management/leadership skills and experience (including effective sickness and performance management)
- Knowledge and understanding of statutory requirements, local procedures, best practice and current trends in child care and mental health practice
- Able to lead a team and deliver to an agreed business plan
- Able to analyse complex issues and practice at a highly skilled operational level
- Good presentation and communication skills
- Excellent recording and report writing and able to quality assure reports and assessments
- Use of electronic data as a management tool to ensure KPI timescales are met
- Experience of working in partnership with service users, carers, service providers and other professionals
- Able to liaise effectively with other agencies and professionals
- Time management skills and the ability to prioritise and organise workloads
- Track record of effective leadership, development and motivation of staff
- Commitment to develop and improve practice
- Willingness to undertake further training as required, with a positive approach to self-development
- Commitment and experience in promoting and supporting the development of colleagues

**Desirable**

- Able to use information management systems to interpret and produce good quality data in a variety of formats
- Track record of achieving service improvement and/or development

**Part B**

The following criteria will be further explored at the interview stage:

- Committed to high quality, accessible services and value for money
- High personal standards of integrity and probity
- Motivated towards change and continuous improvement
- Leadership and management skills
- Ability to lead a team and deliver to an agreed business plan
- Ability to liaise effectively with other agencies and professionals
- Commitment and experience in promoting and supporting the development of colleagues

- Organisational skills and the ability to work to tight timescales whilst being detail conscious
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

**Additional Requirements**

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- HCPC Registration
- Flexible approach to work, location, duties and hours. Able to work regular unsociable hours at short notice.