



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Assistant Team Manager - Supporting and Strengthening Families

GRADE: Band 8

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> • Qualified social worker • Registered with the HCPC • Post qualifying awards/ accreditation • Practice Educator Award 	<ul style="list-style-type: none"> • Other relevant accredited training • Degree level or equivalent 	<ul style="list-style-type: none"> • Application form • Certificates
Work Experience	<ul style="list-style-type: none"> • Significant post qualifying experience in a statutory social work setting which has included child protection, assessment, risk analysis/ management and legal intervention • Significant experience of complex and direct work with children and their families including care planning, delivery and review • Experience of developing others by using a range of different techniques such as practice teaching, training, mentoring and observations of practice • Experience of undertaking audits and linking findings to learning and improving practice. • Experience of working with others and promoting behaviours and standards of practice that meet with the PCF's, respect the rights of others, take into account their needs and are not discriminatory • Substantial experience in the application and use of a range of social work intervention and assessment tools • Experience of working flexibly and using ITC systems 	<ul style="list-style-type: none"> • Supervision of staff on a 1-2-1 and group basis. • Experience of influencing change, undertaking research and implementing recommendations from audits and serious case review • Experience in management of staff teams • Experience in quality assurance of others work, giving feedback and addressing capability of staff 	<ul style="list-style-type: none"> • Application form • Interview • References
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> • Ability to place the child at the centre of all practice, decision making and recording processes • Ability to guide others, understand and manage need and risk across the threshold continuum 		<ul style="list-style-type: none"> • Interview • Written exercise/ presentation • References

	<ul style="list-style-type: none"> • Ability to establish working relationships with children, families and partner agencies and promote this across the partnership • A thorough understanding of the role of key public agencies in safeguarding and promoting the welfare of children • A thorough understanding of and ability to apply relevant legislation and guidance • Understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence • Understanding of how people learn and change • Understanding and shaping how and why systems, policies and procedures work and why they are there • Highly developed assessment, analytical, report writing and communication skills • Skilled in managing competing priorities within timescales • Able to challenge and be challenged within the scrutiny and development process • Able to relate the child's journey to practice, practice standards and the wider picture 		
Disposition	<ul style="list-style-type: none"> • Ability to reflect on own practice and the practice of others to provide effective outcome based feedback • Calm, considered, reflective and decisive • Approachable, able to listen and provide support and development to others • Transparent and accountable • Innovative, forward thinking and creative • Able to delegate appropriately • Flexible approach to work • Committed to the principles of equality and diversity • Able to provide constructive feedback and criticism to others with confidence 		<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 • Interview • DBS check