



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Operations Manager - Supporting and Strengthening Families

GRADE: SM2

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> Degree level or equivalent Qualified Social Worker Registered with the HCPC 	<ul style="list-style-type: none"> Masters level or equivalent Recognised and accredited management qualification 	<ul style="list-style-type: none"> Application form Certificates
Work Experience	<ul style="list-style-type: none"> Substantial management experience organisation delivering statutory services Experience of managing teams in child protection and looked after services Experience of working in partnership across the "In need" - Safeguarding continuum Experience of human resource management Experience of service improvement, quality assurance and performance management Responsibility for managing and monitoring budgets Experience of effectively contributing to formal safeguarding partnership arrangements such as LSCB's, MARAC and MAPPA 	<ul style="list-style-type: none"> Taken part in the development of services and initiatives in service improvement strategies 	<ul style="list-style-type: none"> Application form Interview, including care experienced panel Presentation References
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> Up to date understanding of public sector and Local Authority policy context Up to date understanding of relevant legislative context and government drivers such as the Family Justice Review Skilled in leadership and management in a complex organisation Highly developed 	<ul style="list-style-type: none"> Advanced knowledge of Social Work and multi methodologies Knowledge of Health and Safety legislation and industrial improvements 	<ul style="list-style-type: none"> Interview, including care experienced panel Presentation References

	<p>communication skills and presentation skills, at all levels</p> <ul style="list-style-type: none"> • Demonstrable skills in quality assurance and ability to drive improvements • Up to date understanding of assessment of risk and resilience approaches within a safeguarding context • Demonstrate knowledge of learning and reflective practice within a safeguarding context and its relevance to service improvement • Knowledge and understanding of regulatory and inspection frameworks and their relevance to front line practice • Developed knowledge of the safeguarding statutory framework and its application to operational service delivery • Level of financial competence and budget skills • Skilled in forming effective partnerships to support safeguarding and looked after activity 		
Disposition	<ul style="list-style-type: none"> • Strategic thinker and able to be solution focussed • Ability to motivate and work alongside people • Self-motivated and able to work independently and show initiative • Commitment to continuous development of self, other staff and services • Flexible approach to work • Committed to the principles of equality and diversity 		<ul style="list-style-type: none"> • Interview, including care experienced panel • Presentation • References
Circumstances	<ul style="list-style-type: none"> • Ability to meet the transport requirements of the post • May be required to work outside of normal office hours • Enhanced clearance from the Disclosure and Barring Service 		<ul style="list-style-type: none"> • Interview • DBS check