



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Practice Manager- Integrated Safeguarding Interventions Team

**GRADE:** SM1

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>Degree level or equivalent</li> <li>Qualified Social Worker</li> <li>Registered with the HCPC</li> <li>PQ attainment</li> </ul>	<ul style="list-style-type: none"> <li>Relevant and accredited management qualification</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>Significant experience of direct work with children and their families, in a social care/safeguarding setting</li> <li>Significant experience of case work for Children in Need including those in need of Protection</li> <li>Significant experience of a multi disciplinary and partnership working</li> <li>Experience of assessment processes planning and review and the management of risk</li> <li>Experience of involving children and ensuring their views are heard</li> <li>Experience of co-ordinating and chairing meetings</li> <li>Experience of providing advice guidance and support to staff</li> </ul>	<ul style="list-style-type: none"> <li>Managing and/or working in multi disciplinary teams and partnership settings</li> <li>Experience of Family Group Conferences, and other models of social work intervention and assessment frameworks</li> <li>Experience of managing high volume, referral and contact activity</li> <li>Experience of managing budgets and administrative systems</li> <li>Experience of providing formal supervision</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of the management of risk in relation to children, young people and their families</li> <li>An up to date understanding of relevant legislation in the context of the role and statutory duties and obligations</li> <li>Understanding and skilled</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of and skilled in scrutiny, challenge and solution focused outcomes</li> <li>Knowledge and skilled in multi-disciplinary models and methodologies of practice</li> </ul>	<ul style="list-style-type: none"> <li>Interview/ assessment process</li> <li>References</li> </ul>

	<p>in leadership and people management/motivation including the ability to form effective partnerships</p> <ul style="list-style-type: none"> <li>• Highly developed communication skills across a range of mediums</li> <li>• Knowledge and use of ICT systems in respect of recording and case management</li> <li>• Skilled in managing competing priorities</li> <li>• Ability to understand and demonstrate effective performance management and quality assurance processes</li> <li>• Knowledge and understanding of budget management</li> <li>• Able to make decisions in respect of all aspects of case management and maintain focus on the child</li> <li>• Ability to manage high volumes, high demand activity</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Approachable, able to listen and provide support and leadership to team</li> <li>• Good interpersonal and communication skills</li> <li>• Willingness to gain agreed management qualifications as required</li> <li>• Tolerant, persuasive and able to reflect</li> <li>• Ability to work alongside staff and professionals and motivate others</li> <li>• Confident in making challenging decisions</li> <li>• Flexible approach to work</li> <li>• Able to work effectively with management</li> <li>• Flexible approach to work</li> <li>• Committed to the principles of equality and diversity</li> </ul>		<ul style="list-style-type: none"> <li>• Interview/assessment process</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Ability to meet transport requirements of the post</li> <li>• May be requested to work outside of normal office hours</li> <li>• Enhanced disclosure from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• DBS check</li> </ul>