

Person Specification

Please note that it is absolutely essential that in your application you give evidence or examples in each of the appointment criteria listed under Part One of the Person Specification. It will also be helpful if you explain your motivation for, and interest in, applying for this post. At interview, these responses will be further developed and discussed, along with the elements in Part Two of the Person Specification.

Post: Service Manager – ASC, Mental Health and Learning Disability and Autism

Part One – shortlisting criteria

Essential Criteria

Experience

- Previous management experience of social workers within a statutory social work setting, including issues such as absence management, performance management and continuing professional development.
- Experience of successfully managing service change and development with evidenced outcomes for adults.
- Experience of working collaboratively and innovatively on a multi-disciplinary basis with demonstrable service improvements as a result of the post holder's involvement

Skills, Knowledge and Aptitude

- Qualified Social Worker holding current registration with the HCPC
- Detailed knowledge of legislation, guidance, best practice and current trends in Adult Social Care and Adult Safeguarding
- Able to demonstrate the ability to strategically plan and deliver a high quality, outcome-focussed social work service whilst translating this into policy, procedure and processes that are easily understood and usable
- Demonstrable track record of standard setting for staff including expectations, timescales and establishing clear lines of responsibility and accountability
- Able to influence, motivate and empower others to build effective teams, relationships, trust and appropriate challenge within a multi-disciplinary setting
- Demonstrable commitment to be an active participant of a teaching and learning organisation
- Able to manage and deliver innovative service solutions within budget and within timescale
- Personal and professional demeanour which generates credibility and confidence amongst service users, Members, senior management, employees and other stakeholders

Skills, Knowledge and Aptitude

- Evidence of an open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference.
- Strong proponent of collaborative leadership at a senior level, with a commitment to being part of a cohesive leadership team.
- Able to think strategically and to analyse financial information and complex issues within a political environment utilising an evidence-based approach to understand the issues and work co-operatively to help service users meet their needs.
- Able to be creative and innovative in delivering outcomes with a clear understanding of the values at the heart of how services and outcomes are delivered.
- Excellent written and oral communication, presentation and critical influencing skills that can engage and facilitate collaborative working with a diverse range of audiences.
- Personal and professional credibility with all stakeholders including service users and staff, partners, providers and elected members that inspire confidence in the Council.
- Strong business acumen with well-developed financial and risk management skills and a track record of transformation of services to delivery improved value for money and more efficient ways of delivery outcomes.
- Commitment to improve the safety and wellbeing of Adults

Disposition

Displays a personal commitment and leadership approach to delivering the Council's values of:

- Fairness
- Co-operation
- Liberating
- Accountable
- Forward Thinking
- Confident
- Leadership

Special Requirements

- Regulated Activity DBS Check
- Able to work whatever hours are reasonable and necessary