

**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
- Excellent management/leadership skills and experience (including effective sickness and performance management)
- Able to demonstrate recent extensive knowledge, understanding and application of relevant legislation and statutory guidance including the Children Acts of 1989 and 2004, as well as local procedures, best practice and current trends in child care and mental health practice.
- Able to lead a team and deliver to an agreed service plan
- Able to analyse complex issues and practice at a highly skilled operational level
- Experience of working with staff to improve practice to support improved outcomes for children and families, including implementing new ways of working.
- Excellent presentation and communication skills
- Excellent recording and report writing and able to quality assure reports and assessments
- Able to use electronic data as a management tool to ensure KPI timescales are met
- Experience of working collaboratively with children, families, carers, service providers and other professionals
- Able to liaise effectively with other agencies and professionals
- Time management skills including the ability to prioritise and organise workloads
- Track record of effective leadership, development and motivation of staff
- A positive approach to self-development, with evidence of post qualifying training, a willingness to undertake further training as required and the ability to promote continuous development to other staff
- Commitment and experience in 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:

- Ability to demonstrate child centred social work practice
- Ability to provide a balanced response – using your knowledge of relevant legislation, statutory guidance and evidence based practice.
- Experience of supporting colleagues to develop their social work practice, providing appropriate challenge where necessary to support continuous improvement.
- Excellent leadership skills and the ability to lead a team and deliver to an agreed business plan

- A collaborative approach to achieving the best outcomes for children and their families.
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

**Additional Requirements**

- Enhanced DBS Disclosure Certificate (regulated activity)
- Suitability to work with client group
- Social Work England Registration
- Flexible approach to work, location, duties and hours. Able to work regular unsociable hours at short notice.