

Team Fostering Person Specification – Team Manager

The following criteria will be used to shortlist during the application and interview stages:

Qualifications and Training

E	ESSENTIAL	Application	Interview
1	Qualification in Social Work (BA / MA / Dip SW etc.)	✓	
2	Evidence of and commitment to continuing professional development.	✓	
3	Current registration with Social Work England.	✓	
4	Minimum of 5 GCSE's including English Language and Mathematics at grade C/4 or above (or equivalent qualification/experience)	✓	
D	DESIRABLE	Application	Interview
1	Management qualification	✓	

Skills, Knowledge and Experience

E	ESSENTIAL	Application	Interview
1	Experience in the recruitment, training and assessment of prospective foster carers.	✓	✓
2	Substantial experience in providing services for looked after children.	✓	✓
3	An in-depth understanding of safeguarding systems, child development, the effects of child abuse and neglect, and the significance of attachments, separation and loss for looked after children.	✓	✓
4	Comprehensive knowledge of legislation, regulations, guidance and standards that relate to the provision of fostering services for children in England	✓	✓
5	An understanding of the role of independent fostering providers, their relationships with local authorities and the market environment in which they operate.	✓	✓
6	Excellent written and verbal communication skills and the ability to liaise effectively within a multi-disciplinary team.	✓	✓
7	Ability to communicate effectively on a range of levels.	✓	✓
8	Ability to build and sustain positive professional relationships.	✓	✓
9	Ability to direct and lead.	✓	✓
10	A commitment to developing the agency as a successful, ethical business within the not for profit sector.	✓	✓

11	Willingness to work flexibly as part of the senior management team	✓	✓
12	Experience of using Microsoft Office packages, including Word, Excel and PowerPoint.	✓	✓
D	DESIRABLE	Application	Interview
1	3 years management experience.	✓	✓
2	Experience of managing a social work team	✓	✓
	Experience of managing Form F assessment work.	✓	✓
3	Previous working experience within an Independent Fostering Agency.	✓	✓
4	Proven ability to manage and supervise staff.	✓	✓
5	Previous training experience	✓	✓
6	Ability to utilise data base information.	✓	✓

Safeguarding and promoting the welfare of Children and Young People

E	ESSENTIAL	Application	Interview
1	An understanding of safeguarding issues, and the legislative safeguarding framework	✓	✓
2	Demonstrates an understanding of safeguarding issues	✓	
3	Understands the principles of confidentiality	✓	✓
4	Recognises the limits of own authority within the role	✓	

Personal Qualities

E	ESSENTIAL	Application	Interview
1	Committed to the best outcomes for Children and Young People	✓	✓
2	Treat people in a fair and non – judgemental way and with dignity and respect, promoting children and young people's equality, diversity and rights.		✓
3	Demonstrates understanding and clear commitment to the values of the Agency	✓	
4	Understanding of the Not for Profit Sector	✓	
5	Demonstrates empathy for the concerns of others.		✓

6	Listens to and understands directly and indirectly expressed feelings		✓
7	Shows respect for others feelings, views and circumstances.		✓
8	Has a balanced understanding of self and others.		✓
9	Can demonstrate flexibility in approach.		✓
10	Shows a realistic understanding of the challenges of working with children and young people		✓
11	Self sufficient and self motivated with the ability to work independently or in a team, recognising when issues need to be escalated or require input from others.	✓	✓
12	Demonstrates a commitment to Continuous Personal Development	✓	
13	Accepts responsibility and accountability for own work and can define the responsibilities of others		✓
14	Ability to maintain clear professional boundaries when working with Children and Young People	✓	✓

Job Circumstances

E	ESSENTIAL	Application	Interview
1	Ability to work flexibly to meet the needs of the service, which may include occasional evenings and weekends.	✓	✓
2	Current full driving licence.	✓	✓
3	Ability to undertake duties on Out of Hours Senior Duty rota, as required	✓	✓

Team Fostering is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check. Team Fostering does not allow smoking in the workplace