

Job Title:	Team Manager, Foster with North East
Team/Service Area:	Foster with North East
Salary/Grade:	Grade 10
Line Manager:	Locality Delivery Manager
Direct Reports:	Social Workers or Assistants as agreed by Manager
Location:	Sandhill Centre, Grindon Lane, Sunderland

About the Role

You will be responsible for leading the continued development and management of Foster with North East hub. This is a regional recruitment and support hub, ensuring that sound advice and guidance is shared with prospective foster carers to support and enhance the national drive to increase the number of foster carers available to care for cared for children.

You will need to have sound knowledge of the Children Act 1989 and be able to demonstrate excellent communication and negotiation skills. Experience of working with children, foster carers, parents and other professionals is highly desirable. Knowledge of family finding and matching children with carers would also be an advantage.

A good understanding of the Fostering Regulations, Guidance and National Minimum Standards 2011 (England) is expected.

Key Responsibilities

- Lead and support the continuous development of the regional support Hub. Offer supervision and leadership to Hub staff.
- Support with delivery of the Hub work and ensure that prospective foster carers are supported through the application and assessment journey.
- Lead the Hub in the planning and delivery of pre-approval training for prospective foster carers.
- Share knowledge from research, policies and events, promote a shared learning culture and cascade learning, resources and tools to support the effective recruitment of foster carers.
- Show effective leadership within the Hub, working alongside key stakeholders to support the delivery of the project.
- Lead and role model competent social work practice, with increased autonomy linked to level of skill, experience and knowledge of the post holder (Professional Capabilities

Framework – Advanced Level).

- Take ownership of casework issues including the focus of relationships with prospective foster carers.
- Ensure own continuous professional development in terms of emerging research, case law and other relevant policy or procedural changes. Act as a consultant within the team in the area of good practice, emerging research, case law and relevant policy changes with a focus on other staff acquiring skills and knowledge, promoting a consistent good practice approach.
- Overseeing and determining the allocation of work;
- Providing a quality assurance and decision-making role related to work across the team;
- Ensuring that practice is critically evaluated and reviewed, feeding back to individuals and identifying any themes or trends that may need to be addressed through learning and development;
- Everything you do will be in line with the Signs of Safety approach, you will commit to the continuous development of your skills and embrace the training and development opportunities that you are offered within Together For Children
- Comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of Together for Children Sunderland's records and information and respect the privacy of personal information held by Together for Children Sunderland.
- Comply with the principles and requirements of the Freedom in Information Act 2000.
- Comply with the Together for Children Sunderland's and the NHS ICB information security standards, and requirements for the management and handling of information.
- Undertake the duties of the post in accordance with the Company's Equal Opportunities Policy, Health and Safety Policy and legislative requirements and all other Company policies
- To safeguard and promote the welfare of children and young people.
- Champion equity, diversity and inclusion in all aspects of your work and the communities you assist.

Our Expectations

You must undertake this role in accordance with the requirements set out below:

- Comply with Together for Children's Code of Conduct, People policies and procedures, Health and Safety Policy and EDI Statement.
- Uphold all relevant professional policies, standards and legislative requirements
- Adhere to the Data Protection Act 2018 and GDPR principles in relation to the management and handling of personal and/or sensitive information and respect the privacy of personal information managed by Together for Children Sunderland.
- Comply with the Freedom of Information Act 2000.

This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not listed that are reasonably commensurate with the job role and grade of the post. Where a fundamental change to the job description is needed this will be discussed with the postholder prior to any changes being made

Date: September 2026

Person Specification – Team Manager, Fostering North East

The requirements for this post and how candidates will be assessed are set out below.

Essential Requirements	Method of Assessment
Qualifications - Educated to degree level with appropriate professional Social Work qualification i.e. CSS/CQSW or DipSW, MA SW, BA Hons SW - Current SWE Registration. - Current driving licence and access to a car, or means to mobility support	Application Form
Experience Experience of supervising Social Workers, ideally in the field of fostering	Application Form
Knowledge and Understanding - Extensive knowledge of issues prevalent in cases necessitating the recruitment and approval of foster carers. - Thorough and up to date understanding of the legislative, procedural and research base underpinning social work with children and families. - Knowledge of current developments affecting the provision of Children's services including the political and social policy context.	Application Form/Interview
Skills and Abilities - Share information, obtain information and have dialogue with others, either in writing, in person or over the telephone. - Effectively engage with a range of individuals including children, parents and carers, other professionals and colleagues. - Amalgamate and use information to generate high performance at case and team level. - Apply knowledge of legislation, research and policy to the practice of social work with children and families. - Identify indicators of risk and resilience and carry out effective risk assessment. - Present and disseminate information to support learning and development for social care staff and staff from partner agencies. - Effectively chair and manage meetings. - Effectively use a PC to write reports/assessments, record information or input data. - Evidence of continuous professional development.	Interview

Other Requirements • Commitment to Equal Opportunities	Interview