

# Team Manager

## Person Specification

We will use these criteria to assess your suitability for the job.

### Essential

1. Recognised Social Work Qualification, e.g. CQSW, CSS, DipSW, Degree in Social Work, or equivalent
2. Minimum of 3 years post qualifying experience
3. Excellent management/leadership skills and experience (including effective sickness and performance management)
4. 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.
5. Able to lead a team and deliver to an agreed service plan
6. Able to analyse complex issues and practice at a highly skilled operational level
7. Experience of working with staff to improve practice to support improved outcomes for children and families, including implementing new ways of working.
8. Excellent presentation and communication skills
9. Excellent recording and report writing and able to quality assure reports and assessments

10. Able to use electronic data as a management tool to ensure KPI timescales are met
11. Experience of working collaboratively with children, families, carers, service providers and other professionals
12. Able to liaise effectively with other agencies and professionals
13. Time management skills including the ability to prioritise and organise workloads
14. Track record of effective leadership, development and motivation of staff
15. 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
16. Commitment and experience in supporting the development of colleagues

## Desirable

1. Able to use information management systems to interpret and produce good quality data in a variety of formats
2. Track record of achieving service improvement and/or development

## Additional Requirements

- Enhanced DBS Disclosure Certificate
- 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.

## Our Values

Do you share our values of **proud**, **fair**, and **ambitious**?