

Title	Department	Post Ref.
Team Manager - CDS	Children, Families & Cultural Services	
<b>Job Purpose</b>		
<i>To manage a team of front line/operational/technical or professional staff to meet the required service standards, in line with the service plan and associated standards within the Children's Social Care Service.</i>		
<i>CDS is an all-statutory Tier 4 fieldwork team that works with children and young people for the duration of their time with social care, and encompasses all areas of social work activity – requiring a broad skill-base. This role will involve you having management oversight and responsibility for some of the most vulnerable young people in Nottinghamshire. The service benefits from its own assessment team and 2 longer term teams – one covering the North of the county and one covering the South.</i>		
<b>Key Responsibilities</b>		<b>Key Accountabilities</b>
<div>1. Personally and through team members to deliver the targets set down in the service and team plans.</div> <div>2. To resolve any service delivery issues within available resources.</div> <div>3. To improve the performance of staff under his/her line management by maintaining communication with staff and providing the appropriate support and guidance.</div> <div>4. To improve customer satisfaction levels for his/her service.</div> <div>5. To act as a professional exemplar at all times.</div> <div>6. To build positive relationships with other staff and colleagues.</div> <div>7. To inform the Service Manager of any changes in the operational environment including customer satisfaction issues.</div>		<div>1. Specified service targets within agreed resources</div> <div>2. Effective supervision of staff to secure high levels of performance</div> <div>3. Effective management and deployment of an identified budget</div> <div>4. Alert the Service Manager of issues that could affect performance</div> <div>5. Work in accordance with the Nottinghamshire County Council Code of Conduct and the Health and Care Professionals Council (HCPC) Code of Conduct.</div> <div>6. Demonstrate Continual Professional Development in line with HCPC regulations and requirement.</div>

8. To work with Partner Agencies in collating information and assessing risks	
<b>The post holder will perform any duty or task that is appropriate for the role described</b>	

<b>Person Specification</b>	
<p><b><i>Education and Knowledge</i></b></p> <p><b><u>Qualifications</u></b></p> <p>Any qualifications accepted by the Health &amp; Care Professions Council as a qualification in Social Work such as:</p> <ul style="list-style-type: none"> <li>• CQSW</li> <li>• CSS</li> <li>• Dip SW</li> </ul> <p>Must be registered with Health and Care Professional Council</p> <p><b><u>Knowledge</u></b></p> <ol style="list-style-type: none"> <li>1. Evidence of continuous professional development.</li> <li>2. Knowledge and understanding of the main issues affecting the service area.</li> <li>3. Knowledge of the principles and practice of: <ul style="list-style-type: none"> <li>• effective people management;</li> <li>• excellent customer service;</li> <li>• appropriate risk management;</li> <li>• budget management (where budgetary responsibility is devolved to the team manager)</li> </ul> </li> </ol>	<p><b><i>Personal skills and general competencies</i></b></p> <ol style="list-style-type: none"> <li>4. Can demonstrate the abilities to lead the team toward key outcomes, able to provide a positive example by working efficiently, thinking about and taking action to anticipate opportunities and deal with emerging issues.</li> <li>5. Able to empower staff to develop ideas for increasing efficiency, managing the team to be ambitious but realistic in achieving the highest possible performance levels.</li> <li>6. Ability to identify issues that could impact on service delivery and develop a number of options to mitigate these issues</li> <li>7. Able to ensure that staff are deployed as efficiently and effectively as possible, in line with customers' needs, changing priorities, national changes and performance levels.</li> <li>8. A flexible and responsive approach to work to manage in the context of the changing environment of Social Work practice.</li> <li>9. Effective verbal and written communication.</li> <li>10. Ability to make clear, well evidenced decisions in order to make a positive difference to a child's outcomes and work in partnership with colleagues from a range of different agencies to ensure children and young people are safely maintained in their environment.</li> </ol>
<p><b><i>Experience</i></b></p> <p>14.2-3 years' experience within the service area</p>	

Tier 5 – Team Manager

<p>15. Experience of planning and organising team work or co-ordinating complex activities</p> <p>16. Experience of working in a MASH, desirable but not essential</p>	<p>11. Ability to provide regular supervision and develop Social Workers performance.</p> <p>12. Commitment to anti-discriminatory and anti-oppressive practice with children, their carers and colleagues regardless of race, gender, age, disability, sexuality or religion.</p> <p>13. On occasions to work outside or beyond core hours.</p>
<p><b><i>Role Dimensions</i></b></p> <p>1. To be responsible for a social work services team within Children's Social Care, which cover the functions of the Multi-Agency Safeguarding Hub, Assessment services and Emergency Duty, District Child Protection Teams, Through Care, and the Children's Disability Service.</p>	

Date