



<b>Title</b> <b>Team Manager - Promoting Independence Reablement</b>	<b>Department</b> <b>Adult Social Care, Health and Public Protection</b>	<b>Post Ref.</b>
<b>Job Purpose</b> To manage a team of front line/operational staff to deliver services in line with the service plan and associated standards countywide.		
<b>Key Responsibilities</b> <ol style="list-style-type: none"><li>1. Personally and through team members to deliver the targets set down in the service and team plans.</li><li>2. To resolve any service delivery issues within available resources.</li><li>3. To improve the performance of staff under his/her line management by maintaining communication with staff and providing the appropriate support and guidance.</li><li>4. To improve customer satisfaction levels for his/her service.</li><li>5. To act as a professional exemplar at all times.</li><li>6. To deploy and manage assigned budgets and to take corrective action where appropriate in liaison with the Group Manager.</li><li>7. To build positive relationships with other staff and colleagues.</li><li>8. To inform the Group Manager of any changes in the operational environment including customer satisfaction issues.</li><li>9. Responsible for operational management of enabling service services countywide</li><li>10. Responsible for overall safeguarding activity including acting as safeguarding manager within adult safeguarding policy and procedure, overseeing safeguarding investigations, developing safeguarding plans and coordinating inter-agency intervention?</li><li>11. Provides leadership within the locality on issues affecting the team and service area</li><li>12. Develops and maintains local partnerships in relation to adult social care, community safety, health and allied services</li><li>13. Manages access to services and ensures smooth transition between services</li><li>14. Acts as responsible officer in relation to health and safety legislation, ensuring risk assessment and management plans are in place</li><li>15. Monitors, audits and quality assures the work of the team and takes corrective action where required</li><li>16. Provide strong leadership in support of change and ongoing review of service area activity.</li></ol>		<b>Key Accountabilities</b> <ol style="list-style-type: none"><li>1. Specified service targets within agreed resources.</li><li>2. Effective supervision of staff to secure high levels of performance.</li><li>3. Effective management and deployment of an identified budget.</li><li>4. Alert the Group Manager of issues that could affect performance.</li><li>5. Accountable for the quality of services provided and commissioned by team members</li><li>6. Implementing appropriate safeguarding policies and procedures</li></ol>
<b>The post holder will perform any duty or task that is appropriate for the role described</b>		

**Person Specification****Education and Knowledge**

1. Evidence of continuous professional development.
2. Knowledge and understanding of the main issues affecting the service area.
3. Knowledge of adult community care legislation and policy
4. Knowledge of the principles and practice of:
  - effective people management;
  - excellent customer service;
  - appropriate risk management;
  - budget management
  - personalisation
  - stakeholder, partnership and joint working
5. Professional Qualification in Social Work or Occupational Therapy

**Experience**

10. Experience at a senior level within a relevant service area
11. Experience of planning and organising team work or co-ordinating complex activities
12. Experience of working in multi disciplinary environment
13. Experience of multi agency working
14. Experience of budget and performance management
15. Experience of staff supervision and employee development
16. Experience of managing change
17. Proven experience of utilising leadership skills
18. Experience of implementing safeguarding policy and procedure

**Personal skills and general competencies**

6. 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.
7. 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.
8. Ability to identify issues that could impact on service delivery and develop a number of options to mitigate these issues.
9. 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.

**Role Dimensions**

1. Responsible for budget monitoring, financial authorisation, financial forecasting and commissioning for area of activity
2. Direct management responsibility for Multi Disciplinary Team staff which may include staff from other employers
3. Manages a staffing and commissioning budget as agreed with Group Manager
4. Responsible for implementation and service development of reablement principles
5. Responsible for ensuring all human resource functions are carried out in relation to the area of responsibility including recruitment, supervision, employee development, absence management, employee relations, disciplinary, grievance and harassment according to

corporate policies and procedures

6. Responsible for managing direct customer relations and complaints
7. Responsible for workload management, time management and case management within area of service
8. Responsible for development and implementation of team business plans
9. Deputises for Group Manager as required

*Please attach a structure chart*

Date 01/03/12