

Job Profile Information: FGC Team Manager

This supplementary information for *FGC Team Manager* is for guidance and must be used in conjunction with the Job Capsule for Social Care Level 5

Job Zone 5 Level 1

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

This is a permanent opportunity to work within the Supporting People directorate directly to the Service Manager for Family Group Conferencing and Restorative Practice who will be the line manager of this post. The role purpose is to manage FGC work and its practitioners across the Family Services and Social Work service. Support and develop family group conferencing within the Camden Model of Social Work framework. To be the operational lead for FGC service in CSSW, meet internal service targets and national standards for practice. It is expected that they will influence research and evidence-based practice and to deliver an outcome-focused service. They will provide individual support for FGC Coordinators, be responsible for the allocation of work. It will be necessary to be part of the national conversation on FGC and and local policy. The promotion of the service by organizing and participating in action learning sessions/workshops is an essential requirement to embed best practice principles and values, building professional confidence across the workforce.

Example outcomes or objectives that this role will deliver:

(Approx. six to eight key statements)

- Managing and leading on FGC work across the CSSW service
- Developing FGC positive practice measures, coordinating resources and creating learning opportunities
- Lead FGC practice development; by embedding principles and values across CSSW
- Successfully implement and embed the next phases and Lifelong links.
- Maintain, lead and further develop positive standards for DOVE FGC and Child Welfare FGC work.
- Mentor and facilitate and lead on staff development and engagement.

- Provide expert support to social workers and FGC Coordinators in undertaking FGC work including the Youth led , Dove and Lifelong Links.
- Collect, apply and analyse data where required, provide performance information and good practice reports to support learning.
- Offers expert advice to social workers/others to use the case recording system to document FGC work and ensure FGC plans are used and are useful documents.
- Develop training
- Promote and design integrated whole systems working, negotiating and influencing outcomes, engaging and involving users and carers and all stakeholders, liaising with other workers and agencies as appropriate.
- Support the development of public information materials and the development and maintenance of CSSW websites and related tools

People Management Responsibilities:

(Number of reports, nature of management responsibility)

- Mentor and coordinate the FGC workloads of staff in the service.
- Provide ad hoc support to social workers and allocate to and manage FGC Coordinators in undertaking FGC work
- Manage FGC practitioners across FSSW

Relationships;

(Nature of relationships and partnerships e.g. internal, external, and level)

- Develop and maintain excellent working relationships with internal and external stakeholders particularly children and families that use the service and others in their professional networks, for example schools.
- Communicate well, build rapport and morale, building professional confidence.
- Support staff wellbeing.
- Display sound professional judgements and working across the service to provide specialist advice and support.
- Work collaboratively and in partnership with children, families/carers, professionals and the wider community.

- Work collaboratively to anticipate risks and issues, proactively addressing barriers to progress and creating the conditions to facilitate best practice within an equalities approach.

Work Environment:

(Describe the work environment e.g. office based, outdoors etc.)

The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high risk problems or issues. The post holder may be required to work evening and weekends from time to time.

Technical Knowledge and Experience:

(E.g. qualifications that are essential for the role and / or examples of the experience role holders would be expected to have in order to succeed in the role)

- Social Work or equivalent professional qualification and proven experience of working in Social Care (Essential)
- HCPC registration (Essential)
- Demonstrates knowledge and awareness of FGC
- Demonstrates sound knowledge of the legislative and policy frameworks
- Evidence of continuing professional development.
- Excellent report writing and presentation skills
- Demonstrates a comprehensive understanding of relevant social work legislation and policies and procedures and ability to apply it in practice.
- Excellent knowledge and practical application of safeguarding.
- Demonstrates evidence of developing and/or thinking differently to challenge social work practice.

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>

Chart Structure