

## Job Profile

**Job Title:** Team Manager - Brief Intervention Team

**Job Grade:** Level 5 Zone 1

**Salary Range:** £49,930 - £57,543

### About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### About the role

- To lead and manage the Brief Intervention Team to ensure the provision of a high quality, comprehensive and effective service.
- To positively influence developments that affect social work practice
- To provide professional leadership and facilitate collaboration within a multi-agency context as appropriate.
- To act as the specialist adviser on children in need and contribute to the development of relevant policy and services.
- To effectively use and translate statutory, community, voluntary and independent resources within the context of Government legislation, Council and Departmental policy to enhance best practice and contribute to better outcomes.
- To provide guidance, support and individual directions necessary to ensure the maintenance and development of appropriate skills and standards.
- Excellent knowledge of the legislative framework relating to children, particularly the Children Act 1989;
- Ability to make appropriate assessments, plan interventions, have knowledge of resources, make care plans including review and evaluation.
- To ensure staff are aware of departmental policies and procedures including child protection procedures and that they incorporate these into their work.
- Demonstrable understanding of the issues faced by/needs of disadvantaged families with children.
- To be responsible for regularly monitoring all records kept by the service to ensure compliance with the service's policies, to identify any concerns about specific incidents and to identify patterns and trends and ensure immediate action is taken to address issues raised by this monitoring.
- Sound knowledge of the broad categories of services and resources available to children and families, and the use of those resources to meet identified needs including the responsibilities of other agencies such as Housing, Education and Health
- Demonstrable knowledge and understanding of the pressures faced by families with children living in socially deprived neighbourhoods, and of their needs;
- To contribute, influence and provide professional leadership in organisational change and development, including the identification of gaps in service.
- Commitment to delivering high quality, cost effective services and ability to develop appropriate performance indicators and undertake contract management.

### About you

- Must be SWE registered
- Good working knowledge of relevant legislative framework
- A management qualification at least at level 4 (NMS 17.2) or be prepared to enrol on a management training course with 6 months

- Experience of giving supervision, an ability to evidence the assessment and motivation of staff, identifying training needs. At least two years' experience supervising and managing professional staff.(NMS 17.2)
- Significant experience of working in a diverse urban environment
- Proven ability to work within a systemic model of Social work

**Work Environment:**

- This is an agile working office base position, however on occasions you may work at different sites.

**People Management Responsibilities:**

- To support and empower others to develop their confidence and skills to provide professional opinion.
- To address and oversee performance management issues that arise, supporting people to positively resolve difficulties where possible, taking action with HR/the regulator where necessary.
- To apply the requirements of the Standards for Employers of Social Workers
- To allocate, monitor and supervise the work of a social work team using any agreed workload management systems.
- To ensure that all records required by the Department are kept up to date, including monitoring of attendance and sickness records and to evoke Departmental procedures where necessary.
- To contribute to the identification, planning and meeting of staff development needs informed by the Professional Capabilities Framework (PCF). To promote positive approaches to diversity and identity, providing guidance and challenge.
- To prepare reports for OFSTED and the executive side of the local authority on the management and outcomes of the service. (NMS 25)

**Relationships:**

- You will be working as a Team Manager within the Camden Model of Social Work. You will continue to implement and support systemic practice within the team.
- You will be able to build positive relationships with partner agencies as well as with other social work teams across the service.
- Engages positively with and contributes to organisational development

**Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

**Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,