

## Job Profile

**Job Title:** Team Manager - Children and Young People's Disability Service  
**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.

The Team Manager will manage and provide professional leadership and coordinate the work of a dedicated social work team within Children and Young People's Disability 0-25 service.

### Role Purpose:

The post holder will manage and provide professional leadership and coordinate the work of a dedicated social work team within Children and Young People's Disability 0-25 service.

The post holder will ensure safeguarding and social work practice is at high standard, will ensure the smooth transition of young disabled people from childhood to adulthood by working with local authority services, health, education and voluntary sector organisations to ensure a co-ordinated transition and care pathway for all disabled children and young people with complex health needs, SEN and disability.

The post holder will professionally lead the social work practice in the Children and Young People's Disability Service, within an integrated service and maintain a strong link with colleagues from other Children Services Departments, Education and Adult Social Care.

The post holder will make appropriate use of resources to ensure the provisions of a high quality, comprehensive and effective social work and social care services to children, young people and their families arising out of the Council's duties and powers under Children's and Adults legislation and regulations, Council and Departmental policies and procedures.

The post holder will work closely with colleagues from Health, Education, and Social Care to support the pathways and processes already in place within our 0-25 service and its further development.

### Example outcomes or objectives that this role will deliver:

- Manage the social work provision and services, allocating resources, monitoring, and supervising the work of a social work team and/or short breaks coordinator, administration staff, in order to ensure staff resources are deployed effectively and professional/performance standards are maintained
- Manage, motivate and develop staff, identifying individual and collective training needs and setting training objectives
- Operational lead on social work practice and the day-to-day operational management of social workers within CYPDS, balancing the needs of children and their families, within available resources
- Provide professional supervision and support to Senior Practitioners and Social Workers to ensure the appropriate and timely management of statutory work across 0-25 service, and that high quality standards and practice are in place at all times including the application and support of the Camden's Systemic Model of Social work, Camden Right Balance principles for Children in Need
- Leadership and direction in Section 47 Enquiries (Children's Act), chairing Child Protection strategy meetings, as required
- Leadership and direction on Section 42 Enquiries (Care Act) and chairing Adult Safeguarding strategy meeting and case conferences, chairing complex Best Interest meetings and overseeing work related to Deprivation of Liberty Safeguards in the service for over 16s
- Complaints are investigated appropriately and in accordance with the Council's complaints procedures
- Action is taken to ensure staff are providing a safe service
- Manage, monitor and be responsible for areas of delegated budgets, approving and authorising expenditure relative to the need/service requirements and ensuring packages of care are reviewed regularly
- Develop and identify resources required for packages of care and base these on identified needs, considering departmental policies and procedures within agreed departmental priorities and ensuring staff take responsibility for budgetary control requirements and are imaginative in their approach towards the purchasing and commissioning of services, seeking alternative funding where possible.
- Ensure the maintenance of confidential and accurate records, making use of management information systems in the recording, retrieval, and analysis of information as required by the department in order to ensure statutory and practice requirements are met.

### **About you**

#### **Qualifications:**

- Will be a qualified social work professional
- Have a proven record of accomplishment of successful management of a social work team or other relevant management experience.

#### **Technical Knowledge and Experience:**

- You will have an understanding of multi-agency working in a sensitive environment, whilst ensuring the team is appropriately, resourced and managed
- You will have excellent leadership skills, a high level of knowledge, skill and expertise in Social Work
- You will have evidenced working knowledge of relevant legislation and regulatory requirements across the age range of 0-25 years and understanding of legislation across adults and/or children services in relation to Disability

- You will have knowledge of the issues faced by young people with severe and profound disabilities (including mental ill health, chronic ill health, autistic spectrum disorders and sensory impairments)
- Proven Safeguarding experience across the age-range 0-25 years (Desirable – to have experience or good understanding of Adults Safeguarding work)
- Ability to assess need, develop, implement, and manage a service plan and integrate budget planning
- Knowledge and experience of what preparing for adulthood is from child to adulthood and the Preparing for Adulthood agenda nationally and in Camden.

### **People Management Responsibilities:**

The post holder will have supervisory and line management responsibility for Advanced Social workers, Social Workers, and/or other social care staff within CYPDS, Short Breaks Practitioners/ Lead, Preparing for Adulthood Social work and social care practitioners, and closely working with financial /administration support.

This post will report into the CYPDS Service Manager.

### **Relationships:**

- Service providers /Commissioners
- Children in Need Service and Children in Care Service
- Regulatory bodies
- Health partners/ MOSAIC Children's Service
- Camden Learning Disabilities Service Health and Social Care service
- Other Adult Social care teams
- SEND service in Camden

### **Direct Reports:**

- Social Workers
- Advanced Social Workers
- Short Breaks Practitioner
- Short Breaks Operation Lead
- PFA Practitioner
- Direct Payment Officer
- Advanced Practitioners Preparing for Adulthood

## **Work Environment:**

- The post-holder will be required to work in line with Camden's agile working framework including flexible and remote working patterns as required by the service. The base will be in Pancras Square.

## **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

## **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**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

## **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