

Job Profile

Job Title: Service Lead – Family Support and Health Visiting

Job Grade: Level 5, Zone 2

Salary Range: £55,832 - £65,350

About Camden

'Camden is listening to everyone, including you. We're giving a platform to people inside and outside our community. Because, we're not just home to the 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

Integrated Early Years' Service (IEYS)

- ❖ Committed to prevention and early intervention through integrated services for families with children 0-5 years to reduce inequality and improve outcomes for children and their families.
- ❖ Operates a Locality Model as part of the Camden Family Hubs programme with investment in leadership at a community level to ensure services meet need and are locally responsive to families and communities
- ❖ Services to support families are delivered through Family Hub networks and a pathway of 0-5 services, with a focus on the first 1001 days.
- ❖ Strong partnerships across the council and with VCS organisations are fostered, with children's centres acting as a constituent part of the Family Hub network and safe, welcoming place for families to meet and support each other
- ❖ Works with families through co-design and volunteering to provide inclusive children's centres and a coherent pathway of 0-5 services
- ❖ Delivers high quality early education and supports the quality of settings and childminders across in the borough

About the role

As a senior manager, you will lead the integrated Family Support and Health Visiting teams within one Camden Locality, with a focus on prevention and early intervention in the first 1001 days as well as the following;

- Lead and implement a pioneering programme of enhanced universal services, ensuring this innovative approach is integrated with family work and other services for mothers, fathers and carers with children (pregnancy to age 2)
- Working with the senior management team, develop and lead change programmes to enable practitioners to develop and adopt new ways of working, maximising opportunities for integrated practice and systems
- Oversee the management and delivery of high performing, high quality inclusive services for families from pregnancy to age 5 years
- Oversee and manage risk, delivering best practice in child protection and safeguarding, providing expert guidance to the team and IEYS colleagues, working with CSSW and Early Help colleagues
- Work collaboratively with a wide range of colleagues and partners, ensuring services are integrated and coordinated to support mothers, fathers and carers, and their children

About you

- Experienced leader and manager, with the ability to build enthusiasm and motivate teams, engaging staff positively in new ways of working
- Experience of leading and managing in a complex environment, with the ability to influence and be solution-focused
- In-depth knowledge and experience of managing universal and targeted services, ensuring services are inclusive with high levels of engagement
- Experience of overseeing child protection and safeguarding practice, supporting practitioners and managers to deliver best practice
- Knowledge of prevention and early intervention policy, research and practice, including early child development, the critical first 1001 days and public health strategies to support families and children (pregnancy to age 5)
- Experience of developing and implementing robust quality assurance processes, including service-user feedback, creating a culture of continuous learning and improvement
- Experience of leading and delivering change programmes and projects, implementing new initiatives and embedding new practice
- Knowledge of managing and interpreting data, ensuring performance is managed effectively with adherence to timeframes and evidence of outcomes
- Experience of communicating with professionals, partners and families, report writing and presenting information
- Experience of creating partnerships, working collaboratively and building trusting relationships
- Experienced and competent in using IT systems and Microsoft programmes (outlook, word, excel)

Work Environment

You will be based in a busy, open access children's centre, offering a range of services to families from pregnancy to age 5. You will also work from and attend meetings in other children's centres and venues in Camden. On some occasions, meetings will be held out of borough.

People Management Responsibilities:

- Line management of 2 x Team Managers (health visiting and family support, and 1- 2 FTE specialist community practitioners)
- Each locality HV & FS team consists of approximately 12-15 FTE practitioners
- Oversight and support for co-located commissioned and partner services e.g. midwifery, housing, SLT, CAMHS, Good Work Camden

Relationships:

- Strategic role working across IEYS
- Early Help and CSSW, Public Health and other council services
- VCS organisations
- Commissioned providers e.g. evidence-based parenting support
- Health services e.g. midwifery, CAMHS, SLT
- Settings, childminders and schools
- Families and volunteers

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

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). 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 or post to 5 Pancras Square, London, N1C 4AG.

