

Job Profile

Job Title: Adult Family Group Conference Manager
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 the development of the Family Group Conference (FGC) service in Adult Social Care, embedding it as part of the strengths based practice *What Matters, Camden approach to Adult Social Care*. To strategically lead the development of the approach working across organizational boundaries – representing FGC in the extended Adult Social Care management team.

To support, coach and mentor staff by providing a clear and responsive practice leadership role in Family Group Conference work including modelling best practice, promoting and ensuring the highest professional standards are maintained throughout areas of responsibility. Deliver a creative program of shared learning and development within the relevant area of expertise in liaison with Team and Service Managers.

To share responsibility across Adult Social Care for ensuring the delivery of the highest standards of care for people and their families in the context of FGC.

Example outcomes or objectives that this role will deliver:

- Leading the 'virtual FGC team' with direct and indirect management responsibility of adult FGC lead practitioner, FGC Coordinators and social worker FGC champions
- Develop and implement an approach to research, evaluation and continuous improvement for Adult FGC
- Representing Adult FGC work at a senior level in the organisation including directors, councilors and other senior officers across Camden and the wider health and social care system.
- Further develop FGC referral Pathways
- development of FGC practice standards in line with national developments
- link strategically across the council and wider Camden network for opportunities for family group conference - its promotion, and evaluation, with other strength based work across children's + adults.
- review and develop all referral Pathways
- review and develop all FGC materials
- opportunities for new avenues and community links for FGC
- Contribute to the development of future service models in the context of the Council's Financial Strategy.
- Contribute and lead on policy and practice development, participating in service reviews as required.

- Create an environment of continuous learning, quality improvement and professional development, developing excellent service outcomes and ensuring service improvements are implemented when necessary
- Strategic lead for securing further funding for FGC, including report to Better Care Fund programme board and Integrated Commissioning Committee.

About you

- Diploma in Social Work or equivalent qualification and proven experience of working in a Social Services department (Essential)
- SWE registration (Essential)
- To demonstrate sound knowledge of the legislative frameworks
- Evidence of continuing professional development.
- Evidence of people management and team building and how to put knowledge of systems working into practice
- To demonstrate a comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice.
- Extensive knowledge of adult social care resources required to deliver effective care and support to customers and their carers
- To demonstrate knowledge and awareness of implementing strength based practice
- Excellent knowledge and practical application of risk assessment and safeguarding adults' statutory frameworks and current agendas.
- To demonstrate evidence of leading and improving and challenging social care practice

Work Environment:

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.

People Management Responsibilities:

- Joint supervisory responsibilities for Lead FGC practitioner along with ASC Principal Social Worker
- Managing staff on HR issues (performance management, attendance, conduct) as required and in line with the relevant organisational policies and procedures.
- Mentor and coaching staff in the service, in area of expertise. Where needed, co work cases to promote staff development.
- Provide professional supervision to support social workers and other colleagues in undertaking complex assessments and interventions, encouraging the development of high quality standards and practice

Relationships:

Develop and maintain excellent working relationships with health and social care and Council colleagues; external organisations in the health and voluntary sector and other local authorities to ensure an integrated and holistic approach.

This post will involve understanding the role of other services in supporting social care customers and being able to influence their work, in partnership where that would help the customer.

Key contacts will include:

- Senior management with adult social care, health and voluntary sector
- Service users, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments
- Health colleagues

A key responsibility of this role is to provide strategic leadership for Adult FGC, ensuring that the service grows and improves with a clear approach to benefit tracking and evaluation.

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,