

Job Profile

Job Title: Participation & Progression Service Manager, Integrated Youth Support Service (IYSS)

Job Grade: Level 5 Zone 2

Salary Range: £58,184 - £67,886

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. You will lead the Participation & Progression strand and take strategic and operational leadership for the delivery of this service. The IYSS is forward-thinking, innovative, trauma informed, and child focussed. We collaborate and consult with staff, partners, children, and families at all key stages to check the Service is on the right track.

About the team/service

The Participation & Progression team is based within the Integrated Youth Support Services (IYSS) which includes the Youth Justice Service, (YJS) Youth Service, Youth Early Help, FWD (substance misuse) and Evolve (Reducing Serious Youth Violence & Exploitation).

The **Progression & Participation** team provide Boroughwide Youth Work programmes and Careers Advice and Guidance services designed to promote engagement and achievement in education and training and accredited informal education. The Youth work programmes includes Camden Summer University and the "Count Me In" disability project with the Careers and Connexions Service comprising 14 fully qualified Careers Advisers working both within the community and schools.

The **Youth Justice Service (YJS)** The YJS is a psychologically informed service, with child-centred reflective practice and protection of the public at its core. Specialist multi-agency resources e.g. substance misuse, parenting, CAMHS, SALT, and sexual health, are located within the YJS.

Youth Early Help team use a systemic, relational, whole-family approach to engage and support young people at the earliest opportunity. It brings together youth workers, substance misuse workers, early help case managers and connexions careers advisors in community-based multi-agency teams.

Reducing Youth Violence and Exploitation team oversees our response to youth violence and exploitation within the borough, with 2 dedicated teams, one supporting 17 to 24 year-olds who are affected by youth violence and exploitation and the other our detached youth workers who

deliver interventions in schools and in the community. We work closely with the MPS and Children's Social Care, leading the council's response to CCE.

About the role

As the Participation & Progression Service Manager you will oversee a team of staff who focus on supporting young people to remain in education, employment and training and supports progression and attainment by offering high quality Careers Education Information Advice and Guidance and accredited out of school learning opportunities. Your experience of successfully leading services and managing staff, combined with your Careers Education Information Advice and Guidance knowledge will lead to positive outcomes for Camden's young people. You will oversee the Connexions Service in Camden, the Participation Strand of the Integrated Youth Support Service and the Disability Youth Worker Team. You will also oversee contract management and commissioning arrangements.

- To provide effective operational leadership and management to staff in the Progression & Participation Team to secure effective multi-agency working and performance to the highest standards of professional practice
- To develop and maintain partnerships within statutory services, schools, post 16 education providers and communities in order to provide an effective Careers and Connexions and Youth Service
- To collate and analyse data in relation to young people's participation in Education and Training
- To develop borough wide Youth Services responsive to the needs and aspirations of young Camden Residents
- To understand and be able relate to other professionals the statutory requirements of the council in relation to Young Peoples participation
- To lead on the development of young people's services and projects to support the most vulnerable young people in Camden such as The Rebuilding Bridges Project/The Avalon alternative Education Offer and The Honest Grind Coffee Project.
- To understand and drive continued good practice in the field of Careers Guidance
- To Manage budgets and services functioning under a traded services model
- To work in partnership with all statutory and voluntary agencies and other stakeholders engaged in community safety and crime reduction as well as other managers within the Division and partners across Council.

About you

- Educated to degree level or possess substantial equivalent experience in a similar post
- Qualification or training appropriate to a management post
- Relevant training to the roles and functions of the Service
- Understanding of the opportunities and impact that informal education can offer young people
- Experience of working within an education setting and an understanding of the current education landscape

- Experience of working within or with a Careers Advice and Guidance Service
- Significant experience of leading teams managing high levels of intensive support for young people and families who are experiencing significant stressors and complexity, including management of risk
- Understanding of current legislation and policy context more broadly relating to children, young people and families including SEN, youth justice, housing and education
- A very good understanding of child and adolescence development and approaches to improving engagement and outcomes
- A detailed understanding of management theory and practices including performance management system and processes, inspections and quality assurance framework and principles underpinning management of an effective team
- A detailed knowledge of emerging and innovative outcome frameworks and evidence-based practices
- Experience of working with families in diverse, inner-city communities
- Demonstrable experience of identifying and strategically responding to changing needs of communities and families
- Proven experience of successfully managing and supervising staff and/or teams, preferably in a field related to the role and function of the Service
- Proven experience of relationship building and partnership working with public, private and/or voluntary sectors with excellent communication skills
- Experience of change management, designing and delivering new operational systems or processes and establishing these at local level
- Experience of managing diverse and substantial human and financial resources
- Experience of setting, monitoring and reviewing service standards and putting improvement plans in place.

Work Environment:

This role requires flexibility in order to meet deadlines. It may involve working unsocial hours, including evenings and occasional weekends. The public contact element of this role involves regularly coming into contact with people, some of whom may at times be challenging. The post holder will be required to take responsibility for the compliance with Health and Safety, Data Protection legislation in accordance with the Council and departmental safety arrangements, policies and codes. The majority of the work will be based at council and occasionally community buildings throughout the borough. Attendance at meetings and conferences at regional and national venues is expected.

People Management Responsibilities:

You will develop high performing, resilient and empowered teams that can adapt to national and local drivers and are able to respond to changes triggered by the needs of partner agencies and young people and parents.

You will provide effective operational leadership and management to staff to secure effective multi-agency working and performance to the highest standards of professional practice and risk management in accordance with government regulations and guidance, and relevant research findings.

You will directly line manage 5 members of staff.

Relationships:

There is an extensive range of regular contacts that you will need to participate in, work in partnership and negotiate with including:

- Integrated Youth Support Service
- Schools
- Inclusive Economy Team
- London Councils
- Children's Safeguarding and Social Work, including Children and Families Contact Service (MASH)
- Integrated Early Years Service
- All family early help services across the support continuum including early help at front door.
- Early Help Data Insight Team
- Other Council services including Housing Needs, Landlord Services, Welfare Rights, Inclusive Economy, Adult and Community Learning, Special Educational Needs, Schools Organisation, Camden Learning, Adult Social Care, Strategy and Change, Policy Design
- Elected members of the Council
- Health sectors
- Police
- Housing providers
- Voluntary Sector
- Government departments and regional offices, including Home Office, DFE and DLUHC

The post holder will be required to liaise and work effectively with various teams and services across the Prevention, Family Support and Safeguarding department.

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