

## Job Profile

**Job Title:** Team Manager – Family Friends and Fostering Service  
**Job Grade:** Level 5 Zone 1  
**Salary Range:** £52,282 - £59,895

### 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. We are currently seeking a dynamic Team Manager for our Fostering & Permanence Team to help deliver positive outcomes for children and young people.

### About the role:

You will lead and manage the Fostering & Permanence Team to ensure the provision of a high quality, comprehensive and effective service, including preparing for inspections. You will positively influence developments that affect social work practice and ensure professional leadership and facilitate collaboration within a multi-agency context as appropriate.

The successful candidate will act as the specialist advisor on Fostering and Permanence for Looked After Children and contribute to the development of relevant policy and services. You will 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 for children.

You will have the opportunity to work with the proven 'Camden Model of Social Work', which Ofsted described as 'a learning culture, well supported by the use of a systemic model of practice'. You will develop under what Ofsted rated 'outstanding leadership and management' where 'the leadership team have formed a dynamic, professionally fertile environment for Social Workers at all levels of experience to engage with children and families".

We take pride in getting it right first time and you will receive the training and support you deserve to help you deliver for this already first-rate service from day one. If you have the commitment, drive, and ability to deliver high service standards across the borough, then you are the person we are looking for.

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

- You will have a proven track record of successful management and leadership of a fostering team and other relevant management experience. You will take on the responsibility of ensuring the team is appropriately resourced, managed and supported.
- A high level of knowledge, skill, and expertise in Fostering/Permanency, in addition to Children and Families Social Work.
- Have strategic overview and management of the allocation of work in the team, with a clear focus on embedding the Camden Model of Social Work to develop and embed systemic thinking and ways of working, to deliver good quality social work practice and partnership working thereby effecting improved outcomes for children and families.
- An ability to provide leadership, line management and robust performance management to individuals and team to successfully coach, develop and motivate staff to continually drive improved performance and enhance service delivery.
- Manage, motivate, and develop staff, identifying individual and collective training needs and setting training objectives in conjunction with learning and development colleagues to co-ordinate the overall development of the team.

- 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.
- Provide supervision and support to senior practitioners and social workers to ensure the appropriate management of statutory work and development of high-quality standards and practice.
- To provide support with Outlook management, scheduling and convening meetings.
- Hold, manage and be responsible for such budgets as may be delegated, approving and authorising expenditure relative to the need/service requirements and ensuring packages of care are reviewed regularly.
- Within agreed departmental priorities, develop and identify resources required to meet the needs of vulnerable children and families, based on identified assessed need, taking into account departmental policies and procedures; ensuring staff take responsibility and are imaginative in their approach towards the purchasing and commissioning of services, seeking alternative funding where possible
- There is also a requirement to represent the team internally and externally and deputise for the Service Manager at meetings as required.
- To take responsibility for own performance and development to establish goals, commitments and strategies for improved productivity and accomplishment.

### **About you**

#### **Qualifications:**

You will be a versatile, agile, and experienced relevant Practitioner with a Practice Education Qualification or Management Experience.

This role requires SWE registration

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

- A comprehensive knowledge of the legislative framework relating to children particularly the Children Act 1989, Fostering Service Regulations 2011, National Minimum Standards and other relevant guidance and standards governing work with children and families is required.
- Ability to lead, motivate staff and drive performance within a Team Management and Supervisory experience in social work
- Strong written and verbal communication skills with a diverse range of professionals. Assertive, with good interpersonal skills
- Analytical skills and budget skills. Strategic and project management experience. Experience of safeguarding, care proceedings and court work
- IT skills in recording and maintaining data and record information system
- Substantial post-qualifying experience of working with foster carers, children, and families in a multi-cultural, inner-city community, including:
  - Completing assessments and reviews of foster carers
  - Monitoring the performance of foster carers between the review period
  - Contributing towards and implementing children's care/protection plans
  - monitoring and reviewing such plans over a period of time
  - overseeing and liaising with the Camden Fostering Panel.
- Demonstrable experience of staff management, training, service practice development
- Experience of student supervision or providing professional supervision to qualified staff, including case consultation and case reviews
- Experience of working closely in partnership with internal and external stakeholders and across agencies to deliver successful outcomes

#### **Work Environment:**

- The postholder will be expected to work flexibly, as per the council's agile working policy.
- The post holder will be required to work as part of a team providing appropriate social work services to service users within an allocation and workload management system this will include participating in the office duty system as required.

- A key responsibility of this role is to provide maximum availability and support to the team. This involves regular direct work, joint working, and reflective sessions. There is an expectation that post holders will work in a flexible manner, undertaking such other duties as may be required according to the needs of the service as directed by the Departmental Senior Management.
- This post will be managed by and receive supervision from the immediate line manager, including an annual review of performance

#### **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, acting 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)

#### **Direct Responsibility:**

- Social Worker X 5 FTE (including Advanced Practitioners, Social Workers and Special Guardianship Support Social Workers)

#### **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 report to the Fostering & Permanence Service Manager
- The post holder holds responsibility within their team for the development and implementation of appropriate services and professional standards to meet the needs of all client groups in a multi-racial inner-city environment.
- The post holder will be required to promote integrated working, liaising with various teams and services both internally and externally. This will include negotiating and influencing outcomes, engaging, and involving users and carers in reviews and liaising with other workers and agencies as appropriate. The outcome of these interactions will have a significant impact on the service provided to children and families

#### **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**

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