

Job Profile

Job Title: Team Manager - Participation

Job Grade: Level 4 Zone 2

Salary Range: £47,394 - £54,222

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. **This role will focus on supporting young people to remain in education, employment and training and support progression and attainment by offering high quality alternative education and accredited out of school learning opportunities. It will also explore and maximise opportunities for trading services maximising income generation through development of traded services and by sub contracted and direct bidding opportunities.**

About the role

The overarching strategic aim of the Participation and Progression arm of the Integrated Youth Support Service will be to ensure that vulnerable young people are given the access and support to achieve a successful transition into adulthood.

As Team Manager you will manage a team of youth workers and managers who are currently delivering high quality and successful programmes such as The Camden Summer University, The Avalon Project, Honest Grind Coffee and The Duke of Edinburgh Award. You will look for opportunities to develop further the integration of the various projects and increasing the opportunities for inclusion of vulnerable groups into the programmes.

The post holder will analyse and interrogate data across the authority on vulnerable groups so that intelligence driven policies and programmes can be implemented.

You will influence and encourage the team to develop a case worker role with some of the more vulnerable young people entering into their programmes where appropriate and oversee the casework delivery and recording.

Work to balance an inclusive approach with developing the opportunities for income generation through a traded service approach.

As Team Manager you will be expected to build effective partnerships, deliver creative solution focused thinking, use data intelligence and analysis and focus on a person centred service delivery.

About you

- **You will have significant post-qualification experience of working children and young people's services such as Youth Offending Service, Connexions, Youth Work, Substance Misuse, Social Work etc. or possess substantial experience in a similar post.**
- Proven experience of leading and managing a multi-disciplinary diverse team that can adapt and respond to drivers and changing environment and are able to respond to changes triggered by both users and Service needs.
- Proven experience of working successfully in a multi-agency and in partnership context, sharing information appropriately and sensitively both within and outside the organisation to ensure participation of as many young people as possible
- Proven experience of successfully managing and deploying resources according to service need including ensuring service users are involved in the assessment, planning and delivery of interventions, and that the service user's feedback informs service development and delivery.
- Proven experience of managing a complex budget and understanding of traded services
- Proven experience of supporting staff and partners to develop and deliver outcome focused service provision
- You will have experience of effective planning, monitoring and evaluation techniques to map, analyse and assess the quality of the work being delivered, reviewing regularly against quality assurance and local and national standards and inspection frameworks, taking action when required to address work that falls below a satisfactory standard.
- Proven experience of working with a substantial degree of autonomy and personal responsibility
- Experience of providing management oversight of cases within the team, ensuring risk and vulnerability is addressed adequately.
- To act as operational lead for the respective team and represent the Service/Council in various forums as required, offering information, advice and data as and when required.

Work Environment:

- This role is primary office or project site based between 5 Pancras Square, Crowndale Centre and Avalon Project.
- The role may require attendance at Youth Courts, Crown Courts, secure estates, Police stations and community facilities, School, Colleges and home visits.
- The role may involve working unsocial hours, including evenings. There is a requirement to be able to work flexibly and outside normal office hours when required and be flexible and adaptable to ensure consistent provision of service.

People Management Responsibilities:

To manage, support and motivate a team of multi-disciplinary officers, youth workers and managers to ensure the effective delivery of services to young people that meet local and national standards, ensuring that the service provision is compliant and can adapt to legislative requirement relating to young people services.

Relationships:

This role involves oversight of the team's practice and interaction with the client group, community and professional partners. The public contact element of the team involves regularly coming into contact with people, some of whom may at times be challenging and as the manager the post holder would be expected to address any concerns raised in the context of the work.

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

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