

Job Profile

Job Title: Team Manager – CIN
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. We are currently seeking a dynamic Team Manager for our Families Intervention Team to help deliver positive outcomes for children and young people.

About the role:

This is an opportunity to be part of a thriving and dynamic service within the Family Intervention teams, working together across the integrated service including MASH (Multi Agency Safeguarding Hub). You will work with social networks, families, or communities, as well as individuals, and help to develop supportive relationships. You will take a strategic and operational lead and be required to work in collaboration with other social work teams within the service and with Partners such as Police, Health, and Education.

You will undertake a broad range of work with children in need, children on a child protection plan, and their families, by working with them to give additional support and ensure that your assessments, plans, and creative interventions are effective in promoting positive outcomes for Children in Need and Children on a Child Protection Plan.

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:

- To lead and manage the Families Intervention Team to ensure the provision of a high quality, comprehensive and effective service.
- To positively influence developments that affect social work practice
- To provide professional leadership and facilitate collaboration within a multi-agency context as appropriate.
- To act as the specialist adviser on children in need and contribute to the development of relevant policy and services.
- To 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.
- To provide guidance, support, and individual directions necessary to ensure the maintenance and development of appropriate skills and standards.
- Excellent knowledge of the legislative framework relating to children, particularly the Children Act 1989.
- Ability to make appropriate assessments, plan interventions, have knowledge of resources, make care plans including review and evaluation.
- To ensure staff are aware of departmental policies and procedures including child protection procedures and that they incorporate these into their work.

- Demonstrable understanding of the issues faced by/needs of disadvantaged families with children.
- To be responsible for regularly monitoring all records kept by the service to ensure compliance with the service's policies, to identify any concerns about specific incidents and to identify patterns and trends and ensure immediate action is taken to address issues raised by this monitoring.
- Sound knowledge of the broad categories of services and resources available to children and families, and the use of those resources to meet identified needs including the responsibilities of other agencies such as Housing, Education and Health
- Demonstrable knowledge and understanding of the pressures faced by families with children living in socially deprived neighbourhoods, and of their needs.
- To contribute, influence and provide professional leadership in organisational change and development, including the identification of gaps in service.
- To take responsibility for own performance and development to establish goals, commitments and strategies for improved productivity and accomplishment.
- Commitment to delivering high-quality, cost-effective services and ability to develop appropriate performance indicators.

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:

- Have sound knowledge of the Children Act 1989 and other legislation governing work with children and families
- Ability to lead, motivate staff and drive performance
- Strong written and verbal communication skills with a diverse range of professionals
- Analytical skills and budget skills. 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 children and families in a multi-cultural, inner-city community, including:
- Good working knowledge of complex assessments of a child's needs and/or risk.
- Experience of designing and implementing care/protection plans.
- Monitoring and reviewing such plans over a period.
- 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.
- will be based in 5 Pancras Square but is also expected to travel to various locations in which services are located.
- will be expected to attend meetings with key stakeholders within other premises or other council offices.

People Management Responsibilities:

The postholder will report to the Service Manager for Children in Need (Families Intervention Service).

Direct Reports:

- Social Worker x 3 FTE
- Advanced Social Worker x 1
- Newly Qualified Social Worker x 1 FTE

Relationships:

- **Internal** – to build excellent relationships with the Children in Need Service, Children Looked After Service, Health Partners/Mosaic Children’s Services, Adults Services.
- **External** – to build effective working partnerships with residents, their family members/carers, service providers and commissioners.
- **External Bodies** – to work closely with the regulatory bodies and the charity sector, by establishing excellent service provision – seeking continual service improvement.

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). 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