

Placements Team Manager

Salary Range: £52,282 - £59,895

Grade: Level 5 Zone 1

**Location: 5 Pancras Square, London N1C
4AG/Hybrid**

Reports to: Ivan Ferreira



About the role

The Placements Team within the Resources Service serves as a commissioning and oversight body, responsible for sourcing placements and support for Children Looked After and Care-experienced young adults in Camden. The team's role is to commission high-quality placements and accommodation, promote stability for children and young adults, and ensure cost-effectiveness for the Local Authority. It aims to reduce placement-related expenses by enhancing contract management, streamlining provider payments, conducting quality assurance, and securing competitive and consistent pricing.

Additionally, the team manages ongoing quality assurance and oversight of providers through various framework agreements and spot-purchasing arrangements.

The Placements Team Manager is responsible for the day-to-day operational management and leadership of Camden's Placements Team, working closely with the Pathways Supported Accommodation Project lead. The Placements Team Manager role supports the Resources Service Manager and the Senior Management Team, also acting as a deputy for the Resources Service Manager when needed.

Key duties include overseeing the commissioning and quality assurance of placements and accommodation, conducting thorough financial monitoring, and maintaining effective relationships with Social Workers, Providers, and other key stakeholders involved in caring for children and young adults. The Placements Team Manager ensures that all commissioned placements and accommodations deliver the best outcomes for children and young adults while offering value for the Local Authority, thus helping meet its sufficiency duty. Additionally, the role ensures that the team's operations align with best practices and comply with statutory requirements.

The Placements Team Manager also supports contract management with providers through spot purchasing and block contract arrangements, ensuring all purchasing activities follow Council policies and procurement guidelines.

Furthermore, this role assists the Resources Service Manager in developing and reviewing commissioning strategies and other key objectives aligned with the Council's goals.

About you

Essential: Social Work Qualification and current SWE Registration

- Substantial experience of managing and motivating staff under challenging circumstances.
- Significant experience of commissioning and purchasing and/or management of placements and/or supported accommodation for Children Looked After and/or Care Experienced Young Adults.
- Experience of coordinating and tracking service delivery and developing new ways of working.
- Ability to motivate and lead a team of staff and ensure the team operates in a positive culture that promotes mutual respect and good professional behaviour within the team and all relevant stakeholders. Experience of training and developing staff to improve service delivery.
- Ability to analyse complex data and provide accurate reports.
- Proven track record of delivering creative and imaginative solutions to complex problems.
- Ability to negotiate cost reduction and cost management strategies in arranging and managing services.
- Ability to work in partnership and collaboratively with a range of customers, partners and providers.
- Experience of communicating effectively with internal and external stakeholders.
- Experience of developing monitoring & quality assurance processes and referral systems which support commissioning activities
- Substantial experience in negotiating / liaising with people on a variety of different levels and with external providers up to senior management level.
- Demonstrable record of achievement in delivering value for money through effective procurement and contract management
- Experience of working under pressure in a busy office environment and to tight deadlines

The things you'll achieve

- Ability to analyse quantitative and qualitative information and produce clear comprehensive reports.
- Skilled negotiator, with the ability to identify and negotiate terms and conditions, contractor performance milestones, and methods to monitor and report and improve performance.
- Ability to manage diverse and at times conflicting stakeholder interests.
- Ability to build purposeful working relationships and partnerships and command trust and confidence of key stakeholders and peers
- Able to challenge and interpret complex management and financial data and use this to make decisions that deliver the best possible commercial solution.
- Ability to manage, motivate and support staff
- Ability to influence senior managers and key decision makers
- Strong customer focus and able to actively listen to customers to ensure excellent services are provided by self and others
- Able to manage demanding and sometimes difficult relationships with stakeholders and suppliers
- Ability to travel throughout the Borough and throughout the UK if required
- Ability to manage conflicting deadlines and work to tight timescales.
- Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people.

Other important information...

People management

You will provide individual and case supervision to 5 Placements Social workers and 2 Family Time Support workers.

Work environment

You will be based at 5 Pancras Square, London N1C 4AG/Hybrid minimum 3 days a week

Who you will be working with

As Placements Team manager you will work very closely with the Placement Information and Finance manager, Family Time Manager, Pathways Project Lead, Personal Advisors, Social Workers, Service and Head of Service Managers across Children and Learning, finance teams, and external agencies or providers.

The application process

Online application to be submitted, shortlist and interview (one stage).

Who we are

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.

Asking for Adjustments

Camden is committed to making our recruitment practices 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

