

## Job Profile Information: Team Manager Camden Learning Disabilities Service

This supplementary information is for guidance and must be used in conjunction with the Job Capsule for Job Family Social Care at Level 4 Zone 2

### Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

### Role Purpose:

- To manage the social work service that supports adults with Learning Disabilities
- To collaborate closely with the managers and clinicians in the wider multidisciplinary team covering the following specialisms: Dietetics, Nursing, Occupational Therapy, Psychiatry, Psychological Therapies, Speech and Language Therapy and Transition Social Work
- To provide duty management across CLDS ensuring the delivery of the highest standards of care for customers and their families
- To lead on the implementation of strengths based practice throughout the service
- The post holder will provide operational leadership to developing and sustaining a service designed to help customers resolve their problems and live a good quality life
- The post holder will develop and evaluate work with other team managers to ensure the right level of skills and resources are available on a day to day basis to provide high quality services to people with learning disabilities
- The post holder will work with staff and managers across the service develop and sustain high quality personal outcomes for people with learning disabilities.
- The post holder will deputise where necessary for Service Manager

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

- Contribute to the development of future service models in the context of the Council's Medium Term Financial Strategy.
- Create an environment of continuous learning, quality improvement and professional development, developing excellent service outcomes and ensuring service improvements are implemented when necessary
- Work with Senior Managers, CLDS colleagues and Commissioners to ensure best use of resources and positive outcomes for customers, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance. This includes
- Promote positive risk taking to maximise customers' independence
- Embedding and sharing innovative solutions to care and support needs and working with complex family/health issues, ensuring that the delivery of care and support is reviewed and service improvements are implemented
- Ensure that all duties within the role are delivered in accordance with policy and procedure and professional registration practice.
- Contribute with other managers in the service to a culture and style of leadership that develops and empowers people, recognises achievement and promotes the continuous development of staff and teams, including developing strategies for workforce planning.
- Keep up-to-date with changes in practice and participate in life-long learning and personal and professional development for one's self and colleagues through supervision, appraisal and reflective practice.
- Promote integrated whole systems working, working closely with other managers of services both internally and externally. This will include negotiating and influencing outcomes, engaging and involving users and carers and all stakeholders, liaising with other workers and agencies as appropriate. The outcome of these interactions will have a significant impact on the service provided to adults requiring social care and support.
- Manage their team in accordance with the purpose and operating principles of the service
- Have in place mechanisms that enable their teams to monitor capability in meeting purpose including caseload management of individual's members of staff
- Manage a team of mixed professionals. Ensure they have the right support and build strong relationships with specialists, support groups and networks to strengthen support available to customers and their families.

- With service managers develop, measure, report and act upon key measures of performance. These should facilitate an understanding of the flow of the work, value and failure work, and budget and financial monitoring to drive continuous improvement.
- Lead the development of self-directed/managed teams by creating an enabling and learning environment in which employees understand how the performance of the service as a system and can do their best work.
- Continue to develop a “whole service’ approach to the work, taking responsibility to establish excellent working relationships with other agencies and partners
- Be alert to system conditions that create waste and develop effective working relationships with senior managers to help remove them

### **Relationships:**

A key responsibility of this role is to provide maximum leadership level support in the service, meeting with key stakeholders to ensure high standards of service delivery

Key contacts will include:

- Senior managers
- Health colleagues
- Housing colleagues
- Customers, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments

### **Work Environment:**

Mostly office based at 5PS but some travel required around the borough to visit services and meet with other agencies.

## Technical Knowledge and Experience:

- A relevant professional qualification and registration with the relevant professional regulatory body.
- Experience of managing qualified social workers
- Evidence of continuing professional development.
- A comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice
- Excellent knowledge and practical application of risk assessment and Safeguarding Adults statutory frameworks and current agendas.
- Post graduate qualifications in a specific area of practice and/or management
- Experience of people management and team building and how to put knowledge of systems working into practice
- A comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice. Including (but not exclusively) Care Act 2014, Mental Capacity Act 2005, Human Rights Act 1998 and Mental Health Act 1983.
- Knowledge of adult social care resources required to deliver effective care and support to customers and their carers
- Experience of leading and improving and challenging social care practice
- This post reports to the Service manager for the Learning Disabilities Service
- The Team Manager will manage up to 6 team members assess and facilitate the provision of care and support within a health and social care setting.
- This post will manage mixed teams of qualified and non-qualified staff and ensure they have the right operational and professional support training and development.

## Camden Way Five Ways of Working

*In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.*

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit by clicking [HERE](#)

### Chart Structure

