

Job Profile Information: Team Manager – Family Intervention Team

This supplementary information for Team Manager – Brief Intervention Team is for guidance and must be used in conjunction with the Job Capsule for Job Family Social Care at Job Level 5 Zone 1

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 lead and manage a Family 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.

Example outcomes or objectives that this role will deliver:

- 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.
- Commitment to delivering high quality, cost effective services and ability to develop appropriate performance indicators and undertake contract management.

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, taking action 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)

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 be able to build positive relationships with partner agencies as well as with other social work teams across the service.
- Engages positively with and contributes to organisational development

Work Environment:

- This is an agile working office base position, however on occasions you may work at different sites.

Technical Knowledge and Experience:

- Must be HCPC registered
- Good working knowledge of relevant legislative framework
- A management qualification at least at level 4 (NMS 17.2) or be prepared to enrol on a management training course with 6 months
- Experience of giving supervision, an ability to evidence the assessment and motivation of staff, identifying training needs. At least two years' experience supervising and managing professional staff.(NMS 17.2)
- Significant experience of working in a diverse urban environment
- Proven ability to work within a systemic model of Social work

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