

Job Profile Information

Job Title: Best Start for Baby Team Leader

Job Grade: Level 4, Zone 2

Starting Salary: £41,952

This supplementary information for *Best Start for Baby Team Leader* is for guidance and must be used in conjunction with the Job Capsule for Job Level 4, Zone 2 (*Agenda for Change* equivalent – Band 7)

Camden Way Category

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:

Camden is re-thinking its support for children in the Early Years and is introducing a new service model that focuses a greater proportion of resources on the critical first 1001 days, the time that research shows has the most significant impact on future outcomes. The cornerstone of our new model is the PCPS (Parent Child Psychological Support) programme that was developed in Spain and focuses on supporting the social – emotional development of children in their first 2 years and the promotion of a secure attachment with care givers. The post holder will be part of the delivery team providing support and personalized feedback to parents about their babies' wellbeing, in a clinic setting, and dealing with parenting issues and parent's wellbeing, with special emphasis in promoting parent-child attunement and development of child secure attachment. Camden will be offering PCPS universally in our 5 children's centre localities.

The Best Start for Baby Team leader will lead the PCPS delivery team in one of five localities and will provide day to day leadership to the multi-agency PCPS locality team. They will manage referrals to other services and follow up of cases referred by the team in coordination with the Administrator. All these tasks will be carried out following the PCPS protocols to keep fidelity with the service and for which the practitioner will receive specific training.

Example outcomes or objectives that this role will deliver:

- Parents attending PCPS clinics understand their baby's development and how to respond appropriately to their baby's needs
- Factors affecting parenting and explored using PCPS protocols and Motivational Interviewing techniques
- Parents develop a rapport with the clinic team and feel positive about the support they receive in the post-natal period

- The multi-agency PCPS team work well together and support each other to achieve the programmes aims. The daily schedule is discussed prior to the clinics commencing.
- The fidelity of the PCPS programme is upheld and protocols for all stations are followed
- Attendance at the PCPS clinics is in line with, or better than, expected levels. Any parents that choose not to engage in the programme are identified and steps are taken to ensure that they receive all mandated health reviews.
- A monthly meeting is scheduled to discuss onward referrals for targeted interventions, and referrals are followed up.
- Ensure any planned absence is flagged to organisational leads and cover sought when possible.
- Children who attend PCPS demonstrate a secure attachment with their primary care-giver.
- A higher percentage of children reach their developmental milestones
- The PCPS clinic venue is warm and welcoming to families.
- Report team performance to senior managers and council members when required.

People Management Responsibilities:

The post holder will have no direct reports as PCPS is delivered by a multi-agency team in which organisations have their own formal supervision arrangements. However, the Team Leader will provide local leadership, overseeing team performance and encouraging and motivating team members.

Relationships;

(Nature of relationships and partnerships e.g. internal, external, and level)

The PCPS programme is high profile and relationships with key partners is critical to successful delivery.

- Working in partnership with families.
- The PCPS delivery team includes staff from the Council and the Health Visiting service. The Team manager needs to develop a culture of shared purpose and accountability so that all members are fully engaged in the success of the programme.
- The Team Leader will be an ambassador for PCPS in Camden. When required the team leader may need to talk about the programme with external partners and interested parties.
- Relationships with senior managers in the participating partner organisations will need to be forged and maintained to ensure that all have sufficient oversight and are well connected to the programme.
- Relationships with agencies that offer targeted interventions will need to be forged and maintained to enable the appropriate referrals to be made and follow up to be sought.

Work Environment:

The PCPS team will be based in clinic accommodation within a defined locality in Camden. However, there is an expectation that the 5 PCPS team will work closely together and offer cover for each other if necessary. Travel across the borough is therefore required on occasion.

Technical Knowledge and Experience:

(E.g. qualifications that are essential for the role and / or examples of the experience role holders would be expected to have in order to succeed in the role)

- Professional qualification in a therapeutic field eg, Child Psychology, Speech and Language therapy
- A demonstrable interest in prevention and early intervention
- Knowledge and experience of using motivational interviewing techniques.
- Significant experience of leading and managing teams in a multi-agency, multi-disciplinary environment.
- Knowledge and understanding of child development and a particular interest in the importance of the first 1001 days.
- Experience of working with children under 5 and their families, including those with high levels of vulnerability and complex needs and circumstances, including children with SEND.
- Patience, understanding and sensitivity when dealing with children and families and the ability to develop a rapport with families.
- Knowledge and experience of record-keeping and electronic case recording systems (eg, SystmOne) and of auditing electronic case files to ensure high quality record keeping
- Excellent interpersonal and negotiation skills with the ability to communicate diplomatically and persuasively with a wide range of individuals and groups.
- Experience of developing and maintaining partnerships across a wide network, with the ability to negotiate and influence.
- A thorough understanding of information-sharing requirements both within and outside the integrated service and how to meet the standards for maintaining the security of confidential information.
- Thorough knowledge, experience and understanding of safeguarding and child protection policy, legislation and best practice guidance, with the ability to offer guidance and support to help practitioners reflect on their observations and assess risk.
- Knowledge and understanding of the London Child Protection Procedures and Working Together to Safeguard Children and the ability to work in accordance with national and local Child Protection and Safeguarding policies and procedures.
- Excellent time management skills, demonstrating resilience and flexibility, with the capacity to thrive and adapt in a complex and challenging environment.

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 select the attached [HERE](#)

Chart Structure

DRAFT