

Job Profile

Job Title: Service Manager, Children and Young People's Disability Service
Job Grade: Level 5 Zone 2
Salary Range: £51,542 - £62,995

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.

The Children and Young People with Disability Service (CYPDS) 0-25 is a statutory social work and safeguarding service, focusing on assessment, care planning and on-going support to families, safeguarding and preparation for adulthood for disabled children and young people. CYPDS works in an integrated way with Children's Health services, as part of MOSAIC the integrated service for disabled children and young people who have complex developmental needs and with CLDS service. CYPDS delivers a lifelong integrated pathway into adulthood and follows the principles of Camden Social Work model with a focus on good early help offer and specialist early years key workers, use of Family Group Conferences to explore wider support network, reflective supervisions, taking a collaborative and whole family approach by working with non-disabled siblings, and focusing on local provision for local residents.

About the role

We are looking to recruit a Service Manager in our Children and Young People's Disability service, who will be making appropriate use of resources to ensure the provision of a high quality and effective services to disabled children, young people and their families. You will take operational management responsibility, ensuring delivery of inclusive services, responsive to the needs of service users and the wider community and that address the safeguarding needs of disabled children and young people in Camden. If you have the drive and commitment to take that step on your chosen career path we would love to hear from you.

Within this role you will be responsible for direct supervision and line management of Team Managers in the service, ensuring statutory work is progressed in a timely manner, supporting Team Managers and Senior Practitioners in the service with smooth running of the service starting from referrals to assessment, care planning to reviewing (short breaks, Children in Need, Child protection, Children in care, Care leavers, adults care planning), oversight of Duty Team Manager role and the on-going work into adulthood within the service, with a focus on excellent safeguarding and social work practice, good partnership working across Health, Education (SEND) and adults learning disability, early preparation for adulthood for young people, care planning for children and young people with severe and profound disabilities and complex health needs across 0-25 service and fair allocation of resources.

You will work closely with colleagues (Health, Education, and Adult Social Care) to further develop CYPDS service alongside Head of CYPDS, as the legislation and any statutory guidance in the area of disabled Children and Young people changes, and/or to implement existent legislation within the service system and processes.

About you

The successful candidate will have excellent knowledge of the legislative framework relating to disabled children and young people, you will be able to effectively use and translate statutory, community, voluntary and independent resources within the context of government legislation, Council and departmental policy in order to enhance best practice and contribute to better outcomes for disabled children and young people.

This will be coupled with experience of people management and building a compassionate and warm organisational culture. The ideal person will have experience of budgetary control and management with good knowledge of commissioning and development of services. It is also essential for you to hold substantial knowledge and practical application of risk assessment and safeguarding disabled children and adult's statutory frameworks and current agendas.

You will provide professional leadership and operational management of a team of Social work managers and Seniors Practitioners with supervisory responsibilities for a dedicated team of Social Workers, Short Breaks Assessor (s)/ practitioners, Preparing for adulthood practitioner (s), Senior Key worker Coordinator and Early Key Working staff, Short Breaks operations lead, Direct Payment and Finance Officers and Business Support Officer.

You will contribute to the operational development of the service, and you will be leading the social work practice in the Children and Young People's Disability service and maintain a strong link with other Children Services and Adult Social care like Learning Disability service. You will work closely with the Principle Social workers across Children and Adults.

You will be a qualified Social Work professional, have a proven record of accomplishments of successful management of a social work team (s) or other relevant management experience for at least 2 years. You will have an understanding of multi-agency working in a sensitive environment, whilst ensuring the service is appropriately resourced, well equipped and managed.

You will have leadership skills, knowledge, skill and expertise in Social Work. You will have evidenced working knowledge of relevant legislation and regulatory requirements across the age range of 0-25 years and understanding of legislation across children and/or adult services in relation to Disability. You will have knowledge of the issues faced by young people with severe and profound disabilities (including mental ill health, chronic ill health, autistic spectrum disorders and sensory impairments). Proven Safeguarding experience as Social work manager across the age-range 0-25 years (Desirable – to have experience or good understanding of Adults Safeguarding work). Ability to assess need, develop, implement and manage a service plan and integrate budget planning. Knowledge and experience as Social work manager of what preparing for adulthood is from child to adulthood and the Preparing for Adulthood agenda nationally and in Camden, and the challenges that families can face.

The post holder will need to demonstrate a flexible approach in the delivery of work within the service area. Consequently, the postholder may be required to perform duties not specifically identified in the job profile but which are in line with the general responsibilities of the post.

Work Environment:

This role will be predominantly office based and with home working included. The job requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high-risk problems or issues. The post holder will be required to work evening and weekends from time to time.

The Service Manager will be required to deputise for the Head of Service.

People Management Responsibilities:

The Service manager will provide regular 1-2-1 and group supervision to 2 Team Managers and will be responsible for a service of around 26-28 staff members.

Relationships:

The Service manager will maintain effective working relationships with internal and external partners including but not limited to other Children Services teams, Children's Health teams, SEND service, special and mainstream schools, CLDS and Adults Social Care, Virtual School for Looked After Children, CAMHS, IRO Service, Early Help service, Commissioning, Quality and Performance service, Learning and Development, Placement Teams and Complaints Department.

The Service Manager will promote a culture which supports empathetic compassionate relationships with other professionals, people who use services, and those who care for them.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

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

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

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,