

Job Profile

Job Title: Team Manager (Learning Disabilities Service)
Job Grade: Level 5 Zone 1
Salary Range: £47,575 - £55,188

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.

We have an exciting new fixed term contract/secondment opportunity in Camden's Integrated Learning Disabilities Service, a service recognised as good with outstanding 'Effectiveness' by CQC. You will join a team of mixed professionals that delivers innovative, high quality, inclusive support, responsive to the needs and strengths of people with learning disabilities and the wider community, building on our involvement in the Named Social Worker Pilot.

Camden Learning Disabilities Service implements a 'What Matters' Three Conversations model of Social Care - a methodology to move practitioners away from "assessing for services" to a model that focuses on people's strengths and resources and connects peoples into their informal support networks and local communities. Strengths based working is part of both Camden Adult Social Care's strategic plan, Supporting people, Connecting Communities and the CLDS Promise.

As Team Manager you will lead and manage multidisciplinary practitioner staff, including other qualified professionals, within Supporting People directorate to provide high quality, comprehensive, and effective service delivery.

About the role

You will be collaborating closely with the managers and clinicians in the wider multidisciplinary team covering the following specialisms: Nursing, Occupational Therapy, Psychiatry, Psychological Therapies, Speech and Language Therapy and Children's and Young People with Disabilities Service 0-25. You will be delivering operational leadership to a team of social care practitioners, including developing and embedding a strengths based practice approach, by influencing practice. As Team Manager, you will ensure that service resources are managed in a planned and strategic way to deliver local and national practice standards and contributing to design, commissioning and delivery of services that respond to the changing needs of the community.

You will support organisational change and enable citizens to resolve their difficulties, improve their personal outcomes and live a good quality of life. You will be responsible for managing, supervising and providing expert advice to direct reports, supporting clinical solutions including a focus on complexity and risk. You will regularly review business practice to promote and champion high quality services. This will involve the audit and evaluation of practice and intervention and the deployment of resources in an effective and strategic manner. You will work on the development of closer integration with health partners and build strong relationships with multi-agency services, both internal and external.

You will deputise where necessary for the Service Manager including funding decisions. You will ensure that all safeguarding concerns and enquiries are appropriately assessed and prioritised; that all organisational policies and procedures are followed; and that proportionate recording is completed on the required systems. The post holder will be accountable for the effective management of a care budget delegated to them.

About you

You will hold a relevant professional qualification in Social Work or Occupational Therapy. You will have demonstrable experience of collecting and using evidence to make decisions based on what matters to people.

You will have experience of people management and team building and how to put knowledge of systems working into practice

You will have experience of budgetary control and management; of commissioning of services and comprehensive understanding of relevant health and social care legislation and policies and procedures and have an ability to apply this in practice.

It is essential that you have extensive knowledge of adult social care legislation and resources required to deliver effective care and support to people with learning disabilities and their carers.

It is essential that you have excellent knowledge and practical application of risk assessment and Safeguarding Adults statutory frameworks and current agendas.

Work Environment:

The job is a combination of office based and agile working from home but may require work in the community or people's homes. It requires flexibility around working hours and being able to provide occasional 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.

People Management Responsibilities:

This post reports directly to the Service Manager

This post will manage mixed teams of qualified and non-qualified staff, including Social Workers & Access and Support Officers and ensure they have the right operational and professional support training and development.

The post holder will deputise where necessary for the the Head of Service or other Service Manager colleagues **and** will address and oversee performance within the team including leading HR investigations regarding capability or conduct.

Relationships:

There is an extensive range of regular contacts that the post holder will need to influence and negotiate with which includes: Members / senior managers; health colleagues; people with learning disabilities; carers and other members of the public; community/Interest groups; all appropriate statutory and independent agencies; other Council departments.

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,