

## Job Profile

**Job Title: Youth Justice Service, Team Manager**

**Job Grade: Level 4 Zone 2**

**Salary Range: £45,042 - £51,870**

### **About Camden**

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. 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.

Camden's Youth Justice Service is rated Outstanding, and we aim to keep it that way by finding the best staff to join us. The team sits within the Integrated Youth Support Services (IYSS) which also includes the Youth Service, Youth Early Help, Connexions, FWD (substance misuse) and Evolve (Reducing Serious Youth Violence & Exploitation). The YJS is forward-thinking, innovative, trauma informed, and child focussed. We seek collaboration with staff, partners, children, and families at all key stages to check the Service is on the right track.

### **About the role**

As one of 3 Team Managers you will provide operational leadership for the Youth Justice Service. You will take overall responsibility for ensuring services are delivered in line with local and national standards, ensuring safe, effective and consistent delivery with the primary objective to deliver high quality outcome focused youth justice provision to children in Camden. Your role will achieve better outcomes for children known to the YJS and deliver Camden's vision for children through the provision of integrated youth justice services for children and their families.

### **About you**

- You will provide effective operational day to day leadership and management to staff within their Teams to secure effective multi-agency working and performance to the highest standards of professional practice and risk management in accordance with government regulations and guidance, YJB National Standards and relevant research findings
- You will manage, support and motivate a team of multi-disciplinary youth justice workers to ensure the effective delivery of services to children that meet local and national standards, ensuring that the service provision is compliant and can adapt to legislative requirement relating to children services
- You will provide high quality management oversight of youth justice cases within the team, ensuring risk and safety and wellbeing is addressed adequately
- You will oversee the quality of assessments and reports

- You will effectively manage risk of harm to the public, risk of reoffending and safety and wellbeing and will escalate concerns where the effective management of risk, safety and wellbeing is not being met
- You will assist in the drafting of reports for the Senior Management Team, Management Board and other meetings as required
- You will contribute to the quality of the service by auditing cases on a regular basis, continually monitoring the quality and timeliness of reports, assessments, interventions and outcomes, using a YJB approved or locally developed tool
- You will develop a cohesive high performing empowered team that can adapt and respond to drivers and changing environment and are able to respond to changes triggered by both users and Service needs
- The post holder is expected to take responsibility for the ongoing oversight of the practice of all team members including youth justice case management and ensuring they comply with local and national practice standards
- The post holder will need to demonstrate the ability to adapt and respond swiftly and effectively to competing priorities, being confident to delegate responsibilities when appropriate and re-arrange tasks
- The post holder will be required to take responsibility for the compliance with Data Protection, Health and Safety legislation in accordance with the Council and departmental safety arrangements, policies and codes
- You will have extensive case management experience of complex cases and a track record of innovative and different delivery mechanisms
- You will have experience in working with vulnerable children, and their families in the field of youth justice or social care
- You will have significant management experience of working in a Youth Justice Service and a degree level qualification in any of the following professions OR possess substantial experience in a similar post:
  - Social Work (HCPC registered)
  - Probation
  - Youth and Community work
  - A relevant qualification such as Youth Justice, Psychology, Counselling, or Substance misuse
  - And either have some form of Management qualification or willing to undertake management training

**Work Environment:**

- This role involves oversight of the team's practice and interaction with the client group, community and professional partners
- The public contact element of the team involves regularly coming into contact with people, some of whom may at times be challenging and as the manager the post holder would be expected to address any concerns raised in the context of the work
- The role may require attendance at Youth Courts, Crown Courts, secure estates, Police stations and community facilities, School, Colleges and will involve home visits
- The role may involve working unsocial hours, including evenings. The role will require being part of an on-call duty arrangement on weekends and bank holidays. There is a requirement to be able to work flexibly and outside normal office hours when required and be flexible and adaptable to ensure consistent provision of service.

### **People Management Responsibilities:**

- You will be responsible for managing a multi-disciplinary staff team of 6 and have direct management responsibility for their team. In addition you will be responsible for managing a budget and resources associated with the team
- Post holder is required to offer consistent service while coping with fluctuating demands and pressures and may require working different hours and location on certain occasions

### **Relationships:**

- This role carries operational responsibilities for service development and delivery and the post holder will need to work with a range of stakeholders to develop and deliver a holistic and integrated youth support service. The post holder will be working in a multi-agency context receiving and sharing information to safeguard children
- The post holder will be expected to establish and maintain strong partnerships with a wide range of agencies and professionals including schools, police, court, social services and the voluntary and community sector agencies by engaging, negotiating and influencing them to improve outcomes for children. The post holder will be expected to communicate at all levels, from front line staff to senior managers and with members as and when required.

### **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](http://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](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG