

Job Profile

Job Title: Mental Health Team Manager – South Camden Rehabilitation & Recovery team

Job Grade: Level 5 Zone 1

Salary Range: £49,930 - £57,543

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.

About the role

The Team Manager will provide strong leadership and management to a team of qualified and unqualified health and/or social care staff with a clear focus on embedding the Camden model of Social Work. The role will be responsible for ensuring that staffing and financial resources are deployed as required to ensure that the Council's statutory duties are discharged to deliver good quality social work practice. The Team Manager will strengthen partnerships with external agencies and partner organisation and work collaboratively with internal services to develop and sustain high quality personal outcomes for people.

- Ensuring that staff are familiar with the relevant policies, procedures and support systems
- Lead the development of good practice across multiple disciplines by creating an enabling and learning environment in which employees can deliver the best outcomes for the people they work with.
- Work with other managers to ensure that teams do not function in isolation from each other or the rest of the health and care system.
- Continue to develop a "whole service" approach to the work, taking responsibility to establish excellent working relationships with other agencies and partners.
- Effectively and appropriately manage the financial resources attached to service delivery by ensuring that staff consider all informal support systems and networks, and that assessments and support plans are of a high quality.
- Be alert to system conditions that create waste and develop effective working relationships with senior managers to help remove them
- Promote and embed a culture of continuous learning and collaborative working with, colleague team leaders and other (internal and external) partners within the service via regular review of practice, active promotion of choice & control for all customers within an appropriate risk management framework.
- Ensure that all Safeguarding (Adults and Children) concerns and enquiries are appropriately assessed and prioritised, that the organisational policies and procedures are followed, and that recording is completed on the required systems.
- Ensure that staff in the integrated team understand their responsibilities in safeguarding people, and that they are attending and receiving the appropriate training that will enable them to provide high quality interventions.
- The post holder will be accountable for the effective management of the care budget delegated to them
- The post holder will ensure that the Council's statutory duties are appropriately and effectively discharged
- The post holder will deputise where necessary for the Service Manager
- Participate on the AMHP rota as required.

About you

- A relevant professional qualification in Social Work or Occupational Therapy or other health profession and the necessary professional membership (e.g. SWE)
- A qualification in leadership, management or business in a social care, health or public services context and proven experience of working in a Health and/or Social Services department
- AMHP trained or ability to undertake AMHP training and willingness to undertake AMHP training as required.
- Demonstrable experience of collecting and using evidence to make decisions based on what matters to customers
- People management and team building (including managing the team and evidence of applications) and how to put knowledge of systems working into practice
- Budgetary control and management
- Working with commissioners to support the Commissioning of services and development of services as relevant to their team and service
- A comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice
- Extensive knowledge of health and adult social care resources required to deliver effective care and support to customers and their carers
- Excellent knowledge and practical application of risk assessment and Safeguarding Adults statutory frameworks and current agendas.

Work Environment:

The job is primarily office based but 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 may be required to work evening and weekends from time to time.

People Management Responsibilities:

- This post reports to a service manager within their division or service.
- The Team Manager will manage a team of up to 15 team members, including front line managers with a working understanding and knowledge of all appropriate organisational policies and procedures.
- Lead and support staff to assess and facilitate the provision of care and support within a health and social care setting, taking account of people's social care, mental and physical health needs.
- This post will manage mixed teams of qualified and non-qualified staff and ensure they have the right operational and professional support training and development.
- The post holder will promote and embed a culture of continuous learning and collaborative working with, colleague team leaders and other (internal and external) partners within the service via regular review of practice, active promotion of choice & control for all customers within an appropriate risk management framework.

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
- Customers, 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 our corporate services, and we'll redefine what a career can be.

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,