


Profile Title:	Team Manager	 BARNSLEY Metropolitan Borough Council			
Reports to:	Service Manager				
Employee Supervision:	Up to 10 maximum direct reports	Grade:	11	Profile Ref:	30721
Purpose of the Post					
<p>To provide effective leadership, management and direction to a range of staff within a children's social care multi-agency social work context. Ensure through direct oversight/supervision and delegation that case allocation, assessment, care planning, delivery and review of services is achieving consistently above published standards and guidelines. Promote social work practice and outcomes for children, young people and their families which are in accordance with best practice guidelines, social care policy and legislative requirements</p>					
Responsibilities					
<ul style="list-style-type: none"> • Work across children's social care, other council departments and multi-agency organisations to develop effective relationships with partners, to effectively deliver services to children young people and their families which safeguard children and promote their care within families where appropriate. • Communicate effectively in a range of forums, and in at times highly charged, complex or challenging circumstances Directorate policy, best practice guidelines, and plans/decisions regarding the deployment of resources/outcomes for children and young people. • Work collaboratively with management colleagues to develop and maintain an effective service to children and young people and their families, contributing to policy, procedures and guidance informing practice. • Provide directly and indirectly supervision to staff (including non - social work qualified staff) within a team, informed by knowledge of statutory/regulatory and operational standards, policy, and procedures within the Directorate and wider council. • Support staff to meet their full potential as effective practitioners, ensuring through use of published guidance associated with managing performance, professional development, staff appraisal, managing attendance etc. that an effective, high performing team is delivering services children, young people and their carers benefit from. • Ensure that up to date records are maintained safely and confidentially in accordance with the Directorate/Council policies and procedures, and contribute to the audit, evaluation and analysis of social care records which enables performance within the service to be understood and responded to by managers including this post holder. • Promote effective assessment, direct work and risk management which achieves best outcomes for children and young people within a safeguarding context. • Meet the requirements of the Professional Capabilities Framework at the Advanced level, and of registration with the Health Care Professions Council in respect of practice standards, conduct and professional development. 					

Education and Training	Measure	Rank
<ul style="list-style-type: none"> Degree in Social Work or equivalent Professional Management Qualification Substantial evidence of CPD relevant to children's social care Trained in Supervision in social work, and/or trained in coaching/mentoring Willingness to undertake the Councils Leadership Programme Registration with the HCPC 	A/D A/D A/I/D A/I/D A/I A/D	E D E E E E
Relevant Experience	Measure	Rank
<ul style="list-style-type: none"> Significant experience (i.e. a minimum of 5 years post qualification) experience of work with children and families, within a statutory and multi-agency context Previous supervisory experience of social work staff and/or students Managing complex children's social work casework successfully, including a strong record of effective practice within a statutory context Contributed to service development, including the areas of policy and/or procedures and/or practice within team or across social work service. 	A/I/D A/I A/I/D A/I/D	E E E E
General and Special Knowledge		
<ul style="list-style-type: none"> Advanced knowledge, understanding and application of the values and principles underpinning service user involvement, including the right to access independent advocacy and complaints processes Advanced knowledge, understanding and application of the legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care, including a sophisticated knowledge of the law and guidance relating to the service area Advanced knowledge, understanding and application of the Professional Capabilities Framework as it applies to all social work levels Advanced knowledge, understanding and application of the Department for Education's Knowledge and Skills Statements for child and family social work Developed knowledge and expertise of established and emergent research and practice relating to the service area managed Knowledge of adult learning and its application to practice, in the context of holistic staff assessment processes 	A/I A/I/T A/I A/I A/I/T A/I	E E E D E E
Skills and Abilities	Measure	Rank

<ul style="list-style-type: none"> • Ability to communicate effectively at an advanced level, both verbally and in writing, to a range of audiences including children, young people, parents/carers and professionals 	A/I/T	E
<ul style="list-style-type: none"> • Ability to plan and prioritise a team workload, demonstrating workload management skills to others 	A/I/T	E
<ul style="list-style-type: none"> • Proven ability to analyse complex information to determine and plan interventions/decide a course of action, and direct the actions of others 	A/I/T	E
<ul style="list-style-type: none"> • Proven ability to transfer knowledge and skills confidently to supervisees 	A/I/T	E
<ul style="list-style-type: none"> • Ability to provide critical reflection and challenge in supporting the development of social workers and other professionals 	A/I	E
<ul style="list-style-type: none"> • Ability to use electronic and information systems to evaluate and analyse practice, using evidence to inform good practice and performance across the team/service. 	A/I	E
<ul style="list-style-type: none"> • Ability to demonstrate knowledge of casual factors of child abuse apply this in effective decision making, risk assessment and risk management within planning, safeguarding and court processes. 	A/I	E
<ul style="list-style-type: none"> • Demonstrable ability to supervise and work as part of a team of social work staff, applying understanding of group processes. Ability to motivate staff to maximise individual and team development and performance. 	A/I/T	E
Additional Requirements	Measure	Rank
<ul style="list-style-type: none"> • Ability to undertake any necessary travel in connection with the duties of the post 	A/I	E
<ul style="list-style-type: none"> • Willing to work flexibly in accordance with the policies and procedures to meet the operational needs of the council 	A/I	E
<ul style="list-style-type: none"> • Work in accordance with the Council's values and behaviours 	A/I	E