

Job Description

Team Manager

Job Details	
Grade	6
Number of Posts	2
Department	Care Leavers
Reporting to	Head of Service

Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.

Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trusts objectives.

Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.

Our Vision:

Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.

We will do this:

- with compassion and with care.
- through positive relationships, building on strengths.
- in collaboration with children, young people, families and partners.
- by listening, involving and including.
- in ways that are efficient and deliver value for money.

Success will mean significant progress towards these outcomes:

- healthy, happy, resilient children living in families.
- families able to make positive changes.

- children able to attend, learn and achieve at school.
- young people ready for and contributing to adult life.
- children and young people safe from harm.

Our Values:

ONE TEAM ACCOUNTABILITY
AND RESPONSIBILITY
QUALITY AND INNOVATION RELATIONSHIPS
HIGH SUPPORT HIGH CHALLENGE

Key Responsibilities

- To lead a team of social workers delivering professional services that meet established legislative requirements and adhere to the Social Work England (SWE) Code of Practice for Social Care Workers.
- To provide operational leadership, vision and direction by delivering service improvement within a social care service or disabled children's or fostering and adoption service
- The Team Manager will be responsible for a team of staff consisting of 7; formed of social workers, senior social workers, senior practitioners and social work support staff.
- To be accountable for ensuring the team achieves its operational plan; by promoting an appropriate culture, empowering others and setting and maintaining high and measurable standards of practice.
- To provide an effective child centred service, which complies with legal, regulatory and statutory guidance, and leads to improved outcomes for children
- To ensure the promotion and safeguarding of children and young people's welfare is the cornerstone of service delivery, taking responsibility for the implementation of legislation, policies and procedures within the team/centre/designated specialism.
- To be responsible for overseeing the social work practices within the team through reflective supervision, regular evidence based auditing and feedback thus setting standards of service.
- To contribute to budget monitoring ensuring that services are delivered within budget and deliver best value for children and young people.
- To oversee that social workers can do their jobs safely and have the practical tools and resources they need to practice effectively. Assess risks and take action to minimise and prevent them.
- To take responsibility for a team in excess of 7 social workers, ensuring high quality and regular

supervision and effective performance management systems are in place
To work with staff to manage and allocate cases ensuring that children, young people, carers and families receive first class specialist assessments and timely support to meet their needs
To manage own and support others' continuous professional development.
To develop collaborative working relationships with relevant services and provide local leadership which contributes to effective partnership working.

Key Information				
Is a Safeguarding Check needed?		Children	Adults	Children and Adults
	Basic			
	Enhanced	x		
Will this position have Line Manager Responsibility?	TBC			

Person Specification

Essential Criteria		
Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
CRITERIA	Method of Assessment (M.O.A)	ESSENTIAL
Qualifications	AF/Q	DipSW or equivalent Social Work qualification
Qualifications	AF/Q	Registration with Social Work England (SWE)
Experience	AF	Demonstrates significant professional social work confidence, underpinned by practice experience and learning
Experience	AF	Proven track record of successfully managing change and service/practice improvement
Experience	AF	Experience of delivering services through a regulatory inspection process
Experience	AF	Experience of providing supervision to students or social workers; creating a positive team environment; supporting performance
Experience	AF	Experience of building and maintaining effective relationships with colleagues, external agencies, children and their families
Experience	I	An understanding of the importance of robust financial management
Skills	I	Pro-actively seeks to safeguard children drawing on a wealth of

		knowledge and sound judgement to protect children from harm and ensuring appropriate and timely action is taken when necessary
Skills	I	Works collaboratively with colleagues and other agencies to achieve this aim.
Skills	I	Demonstrates effective risk management skill and decision making.
Skills	I	Sets clear direction, objectives and responsibilities, assumes accountability and inspires others by acting with integrity.
Skills	I	Builds and motivates teams, creating a positive environment which encourages open discussion and innovation, supports high performance and builds capability
Skills	I	Communicates effectively across a range of contexts including the ability to create and deliver concise, engaging and accurate information to a range of audiences, adapting style and content to the needs of the audience and checking understanding
Skills	I	Ability to understand and interpret complex written reports and policy documents, including the ability to evaluate arguments.
Skills	I	An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016

Skills	I	Shows respect for diversity and values individual differences
Skills	I	Treats all people fairly and appropriately regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position.
Skills	I	Demonstrates an understanding of disadvantages and social deprivation
Skills	AF/I	Must be required to have a clear understanding and commitment to equality, diversity and inclusion matters and to promote anti-discriminatory practices and behaviours.
Skills	I	Focuses on results, taking personal responsibility for delivering on performance objectives and delivers a high quality service.
Skills	I	Promotes change, considering options and taking forward new initiatives.
Skills	I	Displays resilience and control in difficult situations, managing pressure well and encouraging others to be adaptable.
Skills	I	Implements change projects and operational activities.
Skills	I	Successfully builds and maintains effective relationships with colleagues and external agencies, children and their families – demonstrating effective interpersonal skills in dealing with people at all levels and from a range of backgrounds.

At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.