



Job Description

Team Manager

Job Details	
Grade	GR6
Job Evaluation Number	CT0168XV
Number of Posts	1
Department	Youth Justice Service
Reporting to	Assistant 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 multi-agency team comprising BCT Social Work, non-social work and partner organisation staff delivering professional services that meet established legislative requirements, adhere to National Standards and adhere to relevant professional governing body.
- To provide operational leadership, vision and direction to your area of responsibility.
- To ensure effective delivery of services against the youth justice and Trust key performance indicators.
- To actively contribute to assessing and improving the quality of overall service provision by identifying gaps, developing improvements and driving change.
- 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.
- Demonstrate knowledge and commitment to the aims and purpose of integrated working and shared values.
- 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.
- To build capacity and effectively manage risk, lead and drive performance management whilst promoting equality of opportunity, diversity and inclusion in the service area.
- To be responsible for overseeing the youth justice 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 staff 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 use evidence and the supervision of team members to understand the needs of local communities and prioritise activities accordingly
- To take responsibility for a multi-agency team understanding the range of roles, responsibilities and needs of a diverse staff group ensuring high quality and regular supervision and effective performance management systems are in place that promote a cohesiveness in delivering a quality service to safeguard children, protect communities.
- 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?	Dropdown Options: Not Required Or <table border="1" data-bbox="831 1209 1442 1440"> <thead> <tr> <th></th> <th>Children</th> <th>Adults</th> <th>Children and Adults</th> </tr> </thead> <tbody> <tr> <td>Basic</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Enhanced</td> <td>X</td> <td></td> <td></td> </tr> </tbody> </table>		Children	Adults	Children and Adults	Basic				Enhanced	X		
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Enhanced	X												
Will this position have Line Manager Responsibility?	Dropdown Options: <table border="1" data-bbox="831 1518 1003 1623"> <tbody> <tr> <td>Yes X</td> </tr> <tr> <td>No</td> </tr> </tbody> </table>	Yes X	No										
Yes X													
No													





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	Professional Qualification in Social Work, Policing, Criminal Justice and/or Management. Relevant Children's Services or Youth Services Qualification. Demonstrable commitment to training and professional development.
Experience	AF/I	Substantial experience in managing Youth Offending Services or evidence of transferable experience in managing directly related service areas including management of area service delivery teams and resources
Experience	AF/I	Demonstrates significant professional youth justice work confidence, underpinned by legislation, practice experience and learning
Experience	AF/I	Proven track record of successfully managing change and service/practice improvement.
Experience	AF/I	Experience of delivering services through a regulatory inspection or audit process.
Experience	AF/I	Experience of providing supervision to staff; creating a positive team environment; supporting performance.
Experience	AF/I	Experience of building and maintaining effective relationships with colleagues,



		external agencies, children and their families.
Experience	AF	An understanding of the importance of robust financial management
Experience	AF	Pro-actively seeks to safeguard children and implements public protection measures drawing on a wealth of knowledge and sound judgement to protect children and communities from harm and ensuring appropriate and timely action is taken when necessary.
Experience	AF	Works collaboratively with colleagues and other agencies under existing legislative framework and local policies to achieve this aim.
Experience	AF	Demonstrates leadership in effective risk management skills and decision making.
Experience	AF	Sets clear direction, objectives and responsibilities, assumes accountability and inspires others by acting with integrity.
Experience	AF	Builds and motivates teams, creating a positive environment which encourages open discussion and innovation, supports high performance and builds capability
Experience	AF	Effectively plans and prioritises, managing work across the team to ensure deadlines are met and robust procedures are in place to meet statutory obligations and performance objectives.
Experience	AF	Has the ability to quality assure to a high standard and has a demonstrable commitment to maintaining accurate, up to date and accessible records.



Experience	AF	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
Experience	AF	Ability to understand and interpret complex written reports and policy documents, including the ability to evaluate arguments.
Experience	AF	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
Experience	AF	Shows respect for diversity and values individual differences.
Experience	AF	Treats all people fairly and appropriately regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position.
Experience	AF	Demonstrates an understanding of disadvantages and social deprivation.
Experience	AF	Focuses on results, taking personal responsibility for delivering on performance objectives and delivers a high-quality service.
Experience	AF	Promotes change, considering options and taking forward new initiatives.
Experience	AF	Displays resilience and control in difficult situations, managing pressure well and encouraging others to be adaptable.
Experience	AF	Implements change projects and operational activities.



Experience	AF	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 and disciplines.
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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.

