

Post Specification

Post Specification - Key Information

- **Post Title: Team Manager – Targeted Family Help**
- **Date: Jan 25**
- **Post Group Number: 6510**
- **Job Family: Organisational Support**
- **Job Family Role Profile: OS15**
- **Final Grade:15**

To be read in conjunction with the job family role profile.

Service Area Description

This post sits within the Targeted Family Help Service Area in Children's Service and located in the People Directorate

Purpose of this Post

The Team Manager will be responsible for line managing a team of Targeted Family Help workers to ensure the development, delivery and continuous improvement of Family Help services for children, young people and their families in a geographical area of Westmorland and Furness

The Team Manager will also work within the Children's Services geographical areas to ensure that Children, families and young people from 0-19 (25 with SEND) years old receive a service that is appropriate to their needs

The Team Manager will work with relevant management teams on the continuous improvement of Family Help services for children, young people, their families across Westmorland and Furness

Targeted Family Help - Key Objectives

1. Fully engage families in the Family Help process so they can take a lead in developing and making their own plans work, enabling them to identify and celebrate their own successes.
2. To support young people and families to help them get the right people in place so they can become more independent.
3. To support families, using a solution focused, Systemic, Trauma Informed approach to build their skills, resilience and strength so they can manage the challenges in life within their own systems and support networks.
4. Keeping families together to enable them to work together to make long term sustainable changes.

Key Job Specific Accountabilities

1. To provide leadership to the Targeted Family Help team in Westmorland and Furness.
2. To ensure that children, young people and families receive the right support at the right time and the work of the Targeted Family Help team is focused on the positive outcomes and impact for children, young people and families.
3. To manage the allocation of work to the Targeted Family Help Team through the Westmorland and Furness Family Help Service allocation processes.

4. To provide the team with quality caseload supervision, advice and guidance on Family Help children and families, through solution focussed, systemic, trauma informed ways of working to achieve positive outcomes for children, young people and families.
5. Authorising assessments, reports and action plans ensuring the service for children, young people and families are delivered in accordance with service practice and performance standards so that children, young people and families have improved outcomes.
6. To ensure the completion of case audits are in line with the service's quality monitoring.
7. To manage the Targeted Family Help team to ensure all staff receive and have access to training, supervision, and development to enable them to deliver an effective a Targeted Family Help service.
8. To provide Family Help support, advice and guidance to organisations, agencies and professionals.
9. Ensuring that any changes to policy and procedures are considered in future planning and development of the service.
10. To support and ensure the team is up to date with Health and Safety policies and practices, which includes the promotion of a positive work life balance as specified by Westmorland and Furness Council.
11. Represent the Team and engage in multi-agency/multi-disciplinary meetings as required.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

Budget Responsibilities: Any budget delegated to this post, up to £300k

Staff Management Responsibilities: Full line management responsibility for 6-9 practitioners

Other: None

Essential Criteria

Qualifications:

- A relevant qualification at NVQ/Level 4 or above within the field of social work, youth work, education, or equivalent

Knowledge:

- Working knowledge of Family Help and Early Intervention policy and practices within Westmorland and Furness' Children's Services
- Working knowledge of relevant policy and legislation as it relates to children and young people

Experience:

- Supervision and the management and leadership of staff and teams
- Significant experience of effective partnership working, able to build and maintain relationships between key influential stakeholders
- Experience of developing, quality monitoring and improving projects

Expertise:

- Skilled in leading and managing effective Family Help services delivery

Other:

- Ability to travel and attend meetings throughout the county

Disclosure and Barring Service (DBS) Checks

- The level of check required is:
 - DBS Enhanced – Children and Adults

Job Working Circumstances

- **Emotional Demands:** Dealing with young people and families who may be verbally aggressive, and / or in emotionally distressing circumstances **Physical Demands:** (Description of any physical demands of the job)
- **Working Conditions:** None
- **Other Factors:** None

Other Factors:

- Occasional requirement to travel, or requirement to work outside of normal office hours