

Post Specification

Post Specification - Key Information

- **Post Title: Team Manager – Youth Justice and Prevention**
- **Date: June 2026**
- **Post Group Number: 9072**
- **Job Family: People, Care and Development**
- **Job Family Role Profile: OS15**
- **Final Grade: 16**

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

Service Area Description

The Youth Justice and Prevention Service works with children and young people aged 10–17 to prevent offending and reoffending and support positive, long-term outcomes. The service delivers statutory youth justice functions while prioritising early intervention, diversion, and prevention to reduce unnecessary criminalisation.

Operating within a child-first, trauma-informed approach, the service addresses the underlying causes of offending, including exploitation, education exclusion, substance misuse, mental health needs, and family adversity. Public protection and victim confidence are central to all decision-making.

The service works in close partnership with Police, Courts, Children's Social Care, Education, Health, Probation, and the voluntary sector to deliver coordinated, effective interventions. It is committed to tackling disproportionality, promoting inclusion, and using evidence-based practice to achieve better outcomes for children, families, and communities.

Purpose of this post

Provide operational leadership and professional management of a Youth Justice Team to reduce offending and reoffending, safeguard children, protect the public, and deliver high-quality restorative and trauma-informed practice. You will lead line management, performance, quality assurance, partnership working, victim and reparation services, and continuous improvement in line with Youth Justice Board (YJB) standards, local strategies, and HMIP expectations.

Key Job Specific Accountabilities

- Lead and develop a multidisciplinary team through high-quality supervision, reflective case discussion, appraisal and coaching, modelling strong relational and trauma-informed practice. Provide consistent management oversight in complex, high-risk and sensitive cases, supporting practitioners to analyse risk, harm, safety and desistance factors. Where professional uncertainty or disagreement arises, provide clear direction and reasoned challenge to ensure proportionate, defensible and child-centred decisions are implemented. Ensure practice aligns with YJB Standards, *Working Together to Safeguard Children*, the Victims' Code and relevant legislation.

- Manage caseload allocation, duty systems and service delivery to maintain safe and effective practice. Maintain close oversight of safeguarding, exploitation, contextual harm, public protection and transitions to adult services. In complex cases, guide and influence decisions regarding enforcement, breach, remand, escalation, out-of-court disposals and court recommendations, ensuring actions are timely, evidence-based and clearly recorded. Support practitioners to communicate and implement difficult decisions with children, families and partner agencies, maintaining professional relationships while prioritising safety and accountability.
- Oversee the quality of assessments, planning and recording (including ASSETPlus, and PDAT ensuring they reflect strong analysis, the child's voice, diversity considerations and clear risk management planning. Provide constructive challenge where analysis lacks clarity or proportionality and support staff to strengthen formulation in cases involving serious harm, exploitation, trauma or complex family dynamics. Promote confident, defensible decision-making that can withstand scrutiny in court and multi-agency forums.
- Provide practice oversight of restorative justice, victim contact and reparation work, ensuring interventions are safe, meaningful and responsive to victim needs. In complex or sensitive cases, assess suitability and support practitioners to balance victim expectations, public protection and the child's welfare. Where restorative approaches require careful negotiation or partner agreement, work alongside practitioners to secure understanding and commitment.
- Contribute actively within multi-agency safeguarding and risk management arrangements, chairing meetings where appropriate and advocating for proportionate but robust interventions. Use evidence, professional credibility and clear communication to influence partners where there is disagreement or hesitation about necessary actions. Promote a shared understanding of risk and responsibility, ensuring coordinated plans are implemented effectively.
- To deputise for the service manager as and when required.

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

Key Facts and Figures of the Post

- **Budget Responsibilities:** None
- **Staff Management Responsibilities:** Line Manage a multi-agency staff team of approximately 7-10 staff
- **Other:**

Essential Criteria

- **Qualifications:**
 - Degree or equivalent level professional qualification in a relevant field.
 - Evidence of ongoing professional development
- **Knowledge:**
 - Knowledge of YJB Standards, Victims' Code, relevant legislation (e.g., Crime and Disorder Act 1998, Children Act, Education law), and HMIP frameworks.
 - Knowledge of restorative justice principles, trauma-informed practice, contextual safeguarding, child-first/diversionary approaches.

- Knowledge of Equality, Diversity & Inclusion and its application in youth justice.
- Knowledge of data protection, information sharing, and governance.
- **Experience:**
 - Proven experience in youth justice or closely related setting, including complex case management.
 - Delivering/overseeing restorative justice, reparation projects, and victim services.
 - Managing/supervising staff and leading multi-disciplinary work.
 - Working with courts, police, education, health, and voluntary sector partners.
 - Quality assurance, performance management, audits, and service improvement.
 - Safeguarding, risk assessment/management (including multi-agency risk forums, e.g., MAPPA/MACE).
- **Expertise:**
 - Strong leadership, coaching, and change management skills.
 - High-level assessment of complex and difficult situations, analysis, and decision-making under pressure.
 - Excellent partnership building, negotiation, and influencing.
 - Clear written/oral communication; confident in court and multi-agency settings.
 - Organised, outcomes-focused, digitally competent (case management, dashboards), with financial acumen.
 - Empathy, resilience, and commitment to child-first, victim-sensitive practice

Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.
- The level of check required is *(remove others not required)*:
 - DBS Enhanced – Children

Job Working Circumstances

- **Emotional Demands:**
 - Working with young people and families who are experiencing or have experienced trauma. Supervising staff who are working with trauma on a daily basis and understanding the impact of secondary trauma.
- **Physical Demands:**
 - None
- **Working Conditions:**
 - There may be occasions where young people and their families are struggling to regulate their emotions due to the trauma they have experienced. They may feel anxious or overwhelmed, which may be displayed through anger or aggression towards staff. As Team Manager you will be supporting staff, by understanding the impact of secondary trauma.

Other Factors:

- Work outside normal office hours where required to deliver services in a flexible and accessible manner.
- Ability to travel around the Westmorland and Furness footprint to undertake duties
- Driving with a full driving licence with entitlement to drive in the UK and access to a vehicle is essential