JOB SUMMARY

Post Title	***Team Manager***						
Job Family	*Service Delivery*	**Pay Range**	*13*	**Line Manager to others?**	**Yes**	**Role profile ref**	*SD13*
Service Area	Childrens Social Care						
Line Manager	*Service Manager - Operations*						
Location	*County Hall and Agile*						

Job Purpose

To successfully lead and manage one of the 4 Childrens Support and Protection Teams and ensure that the Local Authority discharges its statutory responsibilities in respect of Child Protection, Children in Need and Looked After Children.

Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)

- Promote equality as an integral part of a role and treat everyone with fairness and dignity.
- To develop and maintain a generic skill set that allows the Isle of Wight Council to employ your skills, abilities and experience across the Council and its formal partnerships as needed.
- Supervise and manage the Team.
- Develop and maintain key operational partnerships with Police, Health, Child and Adolescent Mental Health Service (CAMHS) etc.
- Ensure the Local Authority discharges its statutory responsibilities in respect of Child Protection, Children in Need and Looked After Children
- Monitoring and management of key performance indicators
- Monitor and manage budgets.

Knowledge, Skills and Experience

Role Profile requirements.	**Job specific examples.** (if left blank refer to left hand column)	**Essential**	**Desirable**
Proven ability to influence based on facts and evidence, a range of audiences with differing competence and abilities. Ability to communicate one to one and with specific client groups.	• *Proven ability to promote Social Care ethic in multi-agency environments to influence decisions regarding resolution of conflicting expectations financial contribution service delivery and development.*	**E**	
Significant relevant experience managing service delivery in a similar environment, with expert knowledge of the service area, the authority and wider sector / external influences.	• *Significant experience of Case Management* • *Significant experience of Social Work supervision* • *Significant post qualifying experience* • *Significant experience of multi-disciplinary working*	**E** **E** **E** **E**	
Strong and demonstrably effective communication, interpersonal and presentation skills. Ability to understand and explain complex	• *Excellent interpersonal and communication skills* • *Proven ability to develop and maintain effective working*	**E** **E**	

information to a range of audiences. Proven ability to negotiate with, persuade and influence others in complex or politically sensitive situations.	*relationships to deal with operational issues across and within the client group* • *Commitment to equalities*	**E**	
Good ICT skills including both standard Microsoft applications and specialist systems.	• *IT Literacy – able to use IT / run reports / to use or quickly learn to use relevant IT information and data capture systems including ICS and SAP* • *Good analytical skills*	**E** **E**	
Expert knowledge of the specialist work area and relevant legislation, regulations, processes, systems, procedures and standards. Wide reaching knowledge of other areas of the authority relevant to the service and of wider sector / external influences. Experience of contributing to the design and development of strategies, procedures and practices.	• *Expert knowledge of and experience of working with legislation and policies in the respect of particular specialism e.g. Children and Families* • *Proven ability to keep up to date with changes in legislation*	**E** **E**	
Manager only Proven ability to manage, develop and motivate a multi-disciplinary team/s of professional and/or vocationally qualified and support staff. Budget, financial assessment (where relevant) and contract management experience. Experience of representing the work area in a professional / legal capacity.	• *Managerial knowledge of and experience with disciplinary and grievance procedures* • *Knowledge and experience of business planning* • *Commitment to the development and continuous improvement of high quality services* • *Knowledge of and experience with budget / financial management processes and ability to demonstrate competence*	**E** **E** **E** **E**	
Strategic planning and organisational skills, with proven ability to prioritise and co-ordinate workloads, monitor and evaluate work, to ensure deadlines are achieved.	• *Has a strategic vision* • *Familiar with department objectives and corporate strategy and how these link together*	**E** **E**	
Experience of multi-disciplinary and partnership working and awareness of the issues involved. Experience of chairing meetings and leading working groups.	• *Established key links with partner agencies* • *Knowledge and experience of working with other agencies and disciplines* • *Develops an understanding of how the sector can help deliver services to the people of Isle of Wight* • *Isle of Wight knowledge of deployment of resources under control of post holder* • *Actively involved in sector meetings and contributes to sector planning and objective setting*	**E** **E** **E** **E** **E**	

Excellent planning and organisational skills to manage a complex multiple workload, prioritise and set deadlines and cope with conflicting and changing demands.	• *Proven ability to successfully manage and make effective decisions with conflicting priorities.* • *Experience of budget monitoring and reporting systems* • *Proven ability to achieve performance development objectives both personally and for the operation teams in terms of service delivery* • *Proven ability to successfully manage budgets*	**E** **E** **E**	**D**
Qualifications			
Role Profile requirements.	**Job specific examples.** (if left blank refer to left hand column)	**Essential**	**Desirable**
May require relevant certifications including evidence of fluency in English language.		**E**	
Educated to degree standard or equivalent.		**E**	
Relevant professional / vocational qualification	• *Social Work qualification (e.g. DipSW)*	**E**	
Other Requirements			
• *Registration with Social Work England* **E** • *Enhanced DBS Check* **E**			
Organisation Structure (optional)			