**Manchester Local Care Organisation**

**Role Profile**

**Domestic Abuse and Safeguarding Team Manager, Grade 9**

**Reports to: Service Manager**

**Job Family: People Care and Support Indirect**

**Manchester Local Care Organisation**

Manchester Local Care Organisation (MLCO) has been established by the partners (Manchester City Council, Manchester University NHS Foundation Trust, Greater Manchester Mental Health Service NHS Trust and Manchester Primary Care Partnership) to integrate, plan and manage community health and social care across the City.  By working better together, we are bringing community health and social care services together in our 12 neighbourhoods to form integrated Neighbourhoods Teams (INTs). Our INTs will drive our collaborative approach, developing partnerships and building on existing community assets to facilitate improved delivery specific to each neighbourhood. We will be able to provide improved care closer to home and to support the people of Manchester to live healthier, more independent and fulfilling lives and be part of a thriving and supportive community. Your role is deployed into MLCO by your employer: Manchester City Council.

**Key Role Descriptors:**

The role holder will be responsible for the safe delivery of care or people support functions, ensuring the discharge of statutory responsibilities and the provision of a high-quality standard of service which promotes the wellbeing of individuals and groups within the community.

The role holder will effectively lead, manage, and motivate a team of professional practitioners to develop a skilled and confident workforce which meets the needs of the service and Manchester residents.

The role holder will work in collaboration with partners and key stakeholders to develop effective partnerships and greater coordinated working with other services and organisations to ensure a positive contribution to the development and delivery of care and support priorities for the city.

**Key Role Accountabilities:**

Provide strong management direction and motivate team members through effective performance management and co-ordination to maintain continuous improvement to meet service priorities.

The role holder will provide professional consultation, support and guidance for team members and colleagues to assist in decision making and approve specific decisions in the management of cases.

Manage Domestic Violence and Safeguarding risk effectively within the context of an agreed framework, policies, procedures, and statutory responsibilities within a multi professional environment.

Work closely with key stakeholders to gather data intelligence to identify care needs and priorities to develop sustainable, customer focused service and implementation plans.

Proactively identify and support the implementation of change and improvements in service provision to improve care and support opportunities and outcomes for Manchester residents.

Monitor budgets in accordance with City Council policies and procedures to achieve financial targets and forecast resource requirements as appropriate.

Roles at this level may be required to manage a range of assigned resources.  Staff management duties may be either through direct line management (including appraisals, performance management and other duties) or through matrix management of a virtual team of officers.

The role holder will be expected to effectively co-ordinate resources to support the principals of ‘joined up’ communication and to ensure efficiencies are achieved.

Personal commitment to continuous professional development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.

**Where the roleholder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role.  If, however, a certain task proves to be unachievable, job redesign will be given full consideration.**

**Role Portfolio:**

The role holder has lead responsibility for the operational management of the Independent Domestic Violence Advisory Service (IDVA) and the coordination of the adult social care response and representation within Multi agency Risk Assessment Conferences (MARAC); across the city of Manchester.

The role holder will facilitate effective team and integrated working by promoting a positive and inclusive culture in the team. Identifying team and service goals and maximising staff and team potential to the achieve those goals.

The role holder will contribute to the development of the adult social care response to domestic violence and abuse which will include -

* the development of robust policies and procedures concerning Domestic Abuse and Adult safeguarding,
* the identification of emerging themes of harm within the communities of Manchester
* Identify, promote and implement best practice models of intervention.

The role holder will work closely with voluntary sector services, primarily those supporting citizens experiencing or at risk of Domestic Abuse.

The role holder will work alongside the Adult Safeguarding Practice Lead, to participate and coordinate representation within Multi agency Public Protection Arrangements (MAPPA) for high risk survivors and high-risk perpetrators of domestic violence.

The role holder will ensure that the MARAC and MAPPA response is appropriate to meet the statutory duties as referenced within legislation including The Care Act 2014, The Mental Capacity Act 2005 and Domestic abuse Act 2021 to promoting positive outcomes for the citizens of Manchester.

The role holder will support colleagues within Manchester City Council Adult Social Care and partners across Manchester Safeguarding Partnership with professional consultation, support, and guidance in circumstances where domestic violence and abuse is suspected or evident.

The role holder will take a lead role in Domestic Homicide Reviews and the dissemination of learning from Domestic Homicide Reviews across Adult Social Care and Manchester Safeguarding Partnership.

The role holder will be required to support the roles and functions of the Safeguarding Service as required by the Service Manager for Adult safeguarding and Head of Service for Adult Safeguarding.

**Key Behaviours, Skills and Technical Requirements**

**Our Manchester Behaviours**

* We are proud and passionate about Manchester
* We take time to listen and understand
* We ‘own it’ and we’re not afraid to try new things
* We work together and trust each other
* We show that we value our differences and treat people fairly

**General Skills**

* **Communication Skills:** Is able to effectively transfer key and complex information to all levels of staff, adapting the style of communication as necessary and ensuring that this information is understood. Ability to advise others and deal with sensitive issues in difficult situations inside and outside area, negotiating riskier demands.
* **Planning and Organising Skills:** Excellent time management skills, creating own work schedules, prioritising, preparing in advance and setting realistic timescales for own self and others. Has the ability to visualise a sequence of actions needed to achieve a specific goal and how to estimate the resources required.
* **Analytical Skills:** Ability to absorb, understand and quickly assimilate complex information and complex and compare information from a number of different sources. Ability to identify patterns and trends that may impact on decisions and propose realistic conclusions identifying the risks and any assumptions made.
* **Problem Solving and Decision Making Skills:** Ability to formulate independently a range of options for new or unfamiliar situations and to select the appropriate course of action to produce a logical, practical and acceptable solution. An ability to make independent decision of a relatively uniform nature.
* **ICT Skills:** Skills to use ICT systems to obtain and analyse data and present it effectively through a variety of ICT channels.
* **People Management Skills:** Ability to lead, manage and motivate staff to high levels of performance in order to achieve change and maximise staff potential and contribution to the achievement of identified aims and objectives. Can also lead and plan the work of the team which deals with more diverse issues.
* **Financial Management Skills:** Resource and financial management skills to develop effective planning, financial management and reporting frameworks. Manage allocated resources effectively, delivering business performance and value for money.

**Technical Requirements (Role Specific)**

* Social Work Qualification
* Willing to consent to and apply for an enhanced Disclosure and Barring Service (DBS) check
* Registered with Social Work England
* Experienced Social Worker in line with the Social Work Professional Capabilities Framework, including being a Practice Educator, Best Interest Assessor or Approved Mental Health Professional.