**Manchester Local Care Organisation**

**Role Profile**

**Social Work Team Manager: Grade** **9**

**Adults’ Social Work Service**

**Reports to: Service Manager**

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

**Manchester Local Care Organisation**

Manchester Local Care Organisation (MLCO) has been established by the partner (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, develop partnerships and build 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 Social Work Team Manager is a significant role in the leadership of the Neighbourhood to ensure the Manchester Local Care Organisation facilitates each neighbourhood to make positive changes to population health and wellbeing and ensure that neighbourhood health and wellbeing initiatives are genuinely co-produced from the outset and involve local residents. The post holder will work together with a number of professional leads from different professions and organisations.

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 in order 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 safeguarding risk and quality assurance 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 in order to identify care needs and priorities to develop sustainable, customer focused service and implementation plans.

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

**Role Portfolio: Team Manager**

The role holder will lead the Preparation for Adulthood & Transitions Service. We are citywide team that collaborates with young people and their network to create a personalised plan that addresses the individual’s specific needs, goals, and aspirations as they move into adulthood. The service is also referred to as the ‘Transition Service’ used to describe the transfer of care and support for vulnerable young people from Children’s Social Care to Adult’s Social Care. The aim is to ensure a seamless transition, providing necessary support and services during this important life stage.

The Preparation for Adulthood & Transitions Team are a key entry point into adult social care, where opportunities for building independence can be truly maximised at time in a young person’s life which is full of change, hope and aspiration. The role holder will need to possess in depth knowledge of the Care Act 2014 and Mental Capacity Act 2005 with the ability to support professionals working within the team, alongside key stakeholders who potentially have limited to no experience or knowledge of adult focused legislation. Working understanding of the Children and Family Act 2014 and SEND Code of Practice 2014 is also required to effectively carry out the role.

The people we work with can present with a breadth of needs, including those who are neurodivergent, have a physical disability, learning disability, life limiting conditions, long term health conditions, acquired brain injury, those who care experienced, and young people who have been, or are at risk of, being exploited. Some people need initial assessment and signposting, whereas others might have multiple and complex needs, requiring an integrated health and social care approach to promote positive life outcomes.

Responsibilities will include but are not limited to:

* The oversight of screening referrals, having an ability to assimilate information from varied and multiple sources, focus on relevant issues and identify gaps in information to support robust screening and decision making in relation to appropriate pathways and priorities, in a timely way.
* Openness and commitment to own continuous learning and development will be key, including the ability to encourage and share learning with others, leading to learning being embedded into operational practice.
* Working across different organisational and departmental cultures, the role holder will be adept at building and maintaining relationships and use their ability with relationships to build a key network of preparation for adulthood supporters and champions.
* Dealing with challenges in a constructive and proactive way, always maintaining the focus on trying to achieve the best outcomes for young people.
* Leading others to work effectively with young people, their families and core support networks to introduce and navigate adult social care services, along with access to health services, supporting and empowering young people to articulate their aspirations, make decisions, and fulfil their potential, generating positive outcomes which maximise independence.

**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 this information is understood.
* **Analytical Skills:** Ability to absorb, understand and quickly assimilate complex information and concepts and compare information from a number of different sources. Planning and Organising: Demonstrate excellent judgement skills under competing priorities and pressure
* **Problem Solving and Decision Making**: Strong decision making skills with the ability to resolve complex issues in a pressurised environment.
* **Creative skills:** Ability to think creatively and provide innovative solutions to problems. Has ability to develop new approaches to finding solutions outside of existing parameters.
* **Strategic Thinking:** Ability to identify patterns, trends and long term possibilities; can create and shape a vision of the future that fits in with the MLCO’s medium to longer term objectives and is able to articulate the strategy to a wider audience, including staff, citizens and carers
* **Finance Management:** 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.
* **People Management**: Is able to inspire individuals to give their best to achieve a desired result and maintains effective relationships with individuals and the team as a whole, to ensure that the team is equipped to achieve objectives set according to the overall business need.

**Technical Requirements (Role Specific)**

* Social Work Qualification - registered with Social Work England
* Willingness to consent to and apply for a DBS check
* Significant post-qualification experience working in adult social care teams