

**Manchester City Council
Role Profile**

**Children's Social Work Team Manager, Grade 9
Children's Social Care, Children and Families
Reports to: Service Lead
Job Family: People Care and Support Indirect**

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 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.

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 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:

Are you enthusiastic about making a difference to our most vulnerable children and families? We are looking for a Team Manager for our Children with Disabilities Team.

Our Children with Disabilities Team is a statutory team responsible for Children with additional needs and collaborates closely with colleagues in Education, Health, and Adults Social Care services. The Team takes responsibility for the assessment and support of children and young people up to the age of 18 who have a disability and are likely to have lifelong support needs. This includes children with a physical or learning disability, complex health needs or with autism. In this role you will be responsible for the day – to- day management of the work held within the team, working in partnership with other teams in the city ensuring effective support and high-quality services are being delivered to our children and families. The Children with Disabilities Team works to the same practice principles as other teams in children services in Manchester City Councils. There are three Team Managers for Children with Disability across the city. As the Team Manager, you must have experience in a Childrens with Disabilities role. You will be part of an experience and, supportive management team.

This is a wonderful opportunity for someone who is wanting to play a key role as part of our management team and who wants to make an impact on outcomes for children and young people with disabilities and their families.

Children's Social Work Team Manager - 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

- **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.
- **Communication skills:** Ability to communicate in an articulate manner, expressing opinions, communicating key points of an argument clearly, makes presentations and undertakes public speaking with skill and confidence; responds quickly to the needs of an audience and to their reactions and feedback; projects credibility.
- **Problem solving and decision making:** Uses creative ability to find solutions and whilst considering policy and procedure is also confident in adopting (and justifying) novel or non standard approaches.
- **Planning and Organising:** Business planning skills with ability to identify and assess risks, manage change and make long term plans which impacts on the whole service.
- **Analytical skills:** Ability to identify patterns and trends that may impact on decisions and propose realistic conclusions identifying the risks and any assumptions made.
- **Financial 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.
- **Strategic Thinking:** Contributes to the development, implementation and evaluation of strategy to shape future plans
- **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.

Technical Requirements (Role Specific)

- Must hold a recognised social work qualification.
- To be registered with Social Work England.
- Must hold a current valid Enhanced DBS (Disclosure and Barring Service) check.