



Family and Youth Resilience: Assistant Team Manager (Adolescent Safeguarding)

Salary range: £42,684 - £45,585 | Based in Kingston/Richmond | Permanent | Full time

About the service

The Family and Youth Resilience Service sits within AfC Early Help which includes targeted and statutory services alongside commissioned services. The Youth Resilience Service has a particular focus on vulnerable adolescents age 13 to 18, where contextual safeguarding is prevalent. Our ambition for the Youth Resilience Service is to be a truly integrated, multi-agency service to ensure there is one care plan and one lead professional without young people having to tell their story more than once, improving the journey of the child. The Service will provide statutory services for adolescents assessed to be at risk from extra-familial harm and additional multi-agency interventions for children at risk of care and those assessed at high risk of harm, either to themselves and/or others.

About the role

The post holder will support the Team Manager with the operational management and leadership support across the service geographical areas. The post holder will be responsible for managing:

- Senior Practitioners
- Social Workers

The role will ensure high levels of quality interventions, effective case management oversight, decision making and overall performance in the best interest to adolescents and their families. They will use AfC's social work practice model, Signs of Safety, agreed quality standards and operating procedures. The role will represent AfC at operational and strategic multi agency and others meetings as appropriate. The post holder will support the team's professional development and have a strong understanding of the people's policies to maximise productivity, performance and achieve the best outcomes for adolescents and our workforce's development. In all roles across AfC the post holders will be expected to develop and lead a culture of partnership and innovation, so that services are child focussed, flexible

About you: our role specification

Qualifications

- Educated to degree level with a social work qualification and HCPC registration
- Evidence of continuing professional development

Skills and experience

- Significant social work practice and experience of managing service delivery for vulnerable children and young people, with particular experience working with adolescents within statutory framework i.e. youth justice, children's social care
- Ability to manage high levels of risk, including safeguarding and public protection stemming from contextual factors
- Experience of managing case workers who deliver social work with adolescents and their parents/families with contextual safeguarding issues
- Experience of managing people, performance and professional development to get the best out of the team
- Experience of effective risk management within delivery of services to vulnerable children, young people and general public
- Experience of working within an integrated working environment, including effective multi-agency working
- Experience of effective recording, monitoring, evaluation and quality assurance of interventions within case work practice using a wide range of tools and Management Information Systems
- An awareness of risk management and safeguarding in the context of social care including legislation, policy and procedures related to responsibilities
- Knowledge of equality and a desire to work with others to promote diversity and to challenge anti discriminatory actions or practice
- Experience of using ICT to communicate, manage data and present ideas to inform or influence others.

Personal attributes

- A passion to demonstrate and promote our values (Trust, Respect and Empower) through professional behaviours and relationships with all stakeholders.
- Drive to deliver Achieving for Children's vision, mission and values to support children and young people to live safe, happy, healthy and successful lives.
- Strong organisational abilities including: time management, problem-solving and prioritisation.
- Able to work flexibly and independently with a commitment to the organisation culture.
- Personal determination, drive, energy and ambition to overcome obstacles, achieve challenging objectives, celebrate success and deliver excellent outcomes for children. Taking a strength based approach to managing situations.
- Ability to lead others and encourage collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Strong communication and interpersonal skills that are open, honest, persuasive and pragmatic, including ability to negotiate and influence.

**The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising for colleagues or working flexibly across the week/locations to meet the business demands. This job profile is provided for guidance only.*

Version_0.1_May 2020