

Team Leader, Children Looked After, Permanency Service

Salary spinal range: 42-45 | Based in Kingston | Permanent | Full time

About the service

The Children Looked After Team support children and young people that are accommodated by Richmond and Kingston Local Authorities. Our children and young people are placed in various settings such as Kinship placements, foster placement and residential provisions. The service is responsible for the provision of quality placements for children and young people, ensuring their needs are met and children and young people are safeguarded through the implementation of effective care plans.

About the role

As a Team Leader in Permanency an essential part of your leadership role will be to develop good quality partnerships with children, families and partner agencies. You will ensure the staff you manage are able to develop their professional careers. You will have responsibility for working with other leaders and managers across the organisation to provide a very high standard of service to vulnerable children. In this role you will be expected to have knowledge in the child and family social work and specialist knowledge in Permanence. The core activities for Team Leader in the Children Looked After Team include:

- Management oversight of at least 4 social workers who have a diverse and complex caseload
- Providing expert guidance to team members and other professionals. Contribute to, and support the development of best practice, including use of audit and quality assurance measures and delivery of training
- Empower team members to develop their knowledge, skill and confidence

In all senior management roles across AfC the post holders will be expected to develop and support a culture of partnership and innovation, so that services are child focussed, flexible and adaptable. The whole organisation should learn from mistakes, share knowledge and challenge existing practice.

About you: our role specification

Qualifications

- Educated to a degree level with a relevant professional qualification in social work (CSS/CQSW or DipSw, MA SW, BA Hons SW)
- Postgraduate qualification in a relevant field i.e. social work, leadership and management
- Active HCPC registration and proven evidence of continuing professional development

Skills and experience

- Experience of building strong partnerships, maintaining relationships and co-producing solutions to challenges across a diverse set of stakeholders, including children, young people and their families. Advocating the voices of those we are working with.
- Experience of keeping and maintaining records (in accordance with local policy) and producing accurate reports, presentations, written updates to a range of stakeholders (which may include families, children or young people).
- Knowledge of statutory legislation (for example Children's Act) and national policy drivers that will affect children's services and your role
- Strong analytical, and planning skills for assessing, and reviewing children and young people's needs, and planning packages of care across range of cases; able to explain professional reasoning judgements, and decision making
- Experience of applying critical reflection and analysis to increasingly complex cases
- Demonstrable knowledge and application of a range interventions with children, young people and their families
- Experienced in undertaking child protection investigations; assessments of needs; assessment & appropriate management of risk;
- Experienced in the use of ICT, including MS Word, Google Drive, Outlook and case record management systems

Personal attributes

- A passion for 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, creative-thinking, problem-solving and multitasking. Able to work flexibly and independently with limited management oversight.
- 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.
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Outstanding communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills.

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

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- Able to manage priorities and work under pressure displaying initiative and creativity

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