



Coventry City Council

Job Description

Post:	Team Manager	Job Number:	
Service:	Through Care	Post Number:	
Location:	Broadgate House	Grade:	9

Our values:

We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation.

Job Purpose:

As a member of a service management team, to take responsibility for the management, delivery and development of an effective and efficient service for children, young people, their families and care leavers. To assist the Operational Lead with the delivery of a safe service, through case work and decision-making oversight and providing professional supervision.

Main Duties and Responsibilities:

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- Work with the Operational Lead to establish and maintain operational policy for the service area.
- Support the Operational Lead in the sound financial management of the service ensuring budgets are carefully managed and resources are fully maximised.
- Manage staff in the team to include recruitment & selection; induction & probation; workload allocation; appraisal & identification of training needs and disciplinary or grievance matters.
- Provide supervision to staff in the performance of their duties in accordance with the directorate's supervision policies and associated guidance. This will include the active auditing and monitoring of case files and electronic records recording.
- To ensure maintenance of up to date records of cases using management information systems in accordance with departmental policies and procedures.
- To establish, sound working relationships with partner agencies, council departments and independent sector groups and providers. Promoting effective joint and inter-disciplinary working partnership arrangements, with statutory and independent organisations and proactively resolving any disputes as appropriate.
- To utilise the resources available to provide a flexible range of responses, support and services, which are sensitive to the needs of individual children and their families (particularly those from minority ethnic communities and with special needs), in partnership with other council services, external agencies and service providers.

- To performance manage the team to ensure the service achieves its objectives.
- In line with the appropriate delegated authority advise on and, where necessary, take action (including legal processes) to protect vulnerable service users and attend court on behalf of the Council, as appropriate.
- Investigate complaints, disciplinary and grievance matters and contribute towards positive industrial relations, advising the Operational Lead of issues in these areas as they arise.
- To contribute to effective business planning, strategic & operational policies or plans and to robust performance management, to support the drive to continuous improvement, collaborating with the Operational Lead to ensure that performance management is built into the delivery of services and the collection, analysis and reporting of performance information.
- Deputise for the Operational Lead and cover for other Team Managers as requested when appropriate.
- To maintain own personal and professional training and development to meet the challenging demands of the job.
- The post holder should work flexibly outside office hours including working evenings and weekends to meet the needs of families.

This job description applies to all social work Team Manager posts within Children's Services. The specific targets, tasks and priorities can be expected to vary between individual teams. Team Manager posts are generic which means that, after initial placement upon appointment, post holders may be required – after personal consultation – to work within Children's Services at any location/team type across the city.

Managers and supervisors

The post holder must comply with Coventry City Council's health and safety policy and in particular is required: -

- To identify hazards, initiate risk assessments, record the significant findings and implement any necessary control measures
- To check and document that the working environment is safe; equipment, products and materials are used safely; that health and safety procedures are effective and complied with and that any necessary remedial action is taken
- To inform, instruct, train, supervise and communicate with employees and provide them with equipment, materials and clothing as is necessary to enable them to work safely; to complete the health and safety induction checklist for all new employees at the commencement of their employment
- To report all accidents, incidents and near miss events, undertake an investigation into the cause and take appropriate remedial action to prevent recurrence

The post holder must comply with Coventry City Council's health and safety policy and in particular is required:-

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To cooperate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their manager, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Workforce Diversity and Inclusion Policy.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

Responsible for: Social Workers, Senior Practitioners, Team Leaders and other staff, as identified by the Operational Lead

Responsible to: Operational Lead

Date Reviewed:

Updated: October 2021



Coventry City Council

Person Specification

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Service:	Through Care	Post Number:	
Location:	Broadgate House, Coventry, CV1 1FS	Grade:	9

Area	Description
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Knowledge:	<ul style="list-style-type: none">• Equal opportunities policies and how to provide service provision which is sensitive and relevant to all service users.• Relevant legislation, regulatory frameworks, national and local initiatives, policy and guidance in relation to Children and Families and Young People, including those in need of safeguarding and looked after.• Factors relating to a positive industrial relations climate.• Procedures relating to the investigation of grievance and disciplinary matters.• Comprehensive understanding of the range of service users' needs and the range of service provision to meet need.• Awareness of procedures in relation to personnel, financial, budgetary and other support functions.• Knowledge of the principles of sound financial management and budgetary processes and controls.
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Skills and Abilities:	<ul style="list-style-type: none">• Skilled in managing a team's workload, including the establishment of initial referral taking, assessment, allocation and workload management systems in line with departmental and policy priorities.• Skilled in working with service users to identify need and arrange services to meet need.• Able to anticipate and respond appropriately to situations of conflict and resolve disputes.• Good listening, negotiating and influencing skills.• Effective communication skills, ie. face-to-face, using the telephone, and writing complex letters, reports and records. Working under pressure, meeting deadlines and dealing with interruptions.• Numeracy skills in order to understand statistical and financial data related to service provision.
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Coventry City Council

- Able to lead complex meetings.
- Able to work in an anti-discriminatory way with service users, carers and colleagues.
- Able to work to service standards and set objectives, monitor performance against relevant indicators and demonstrate a commitment to quality in service provision.
- Able to organise and manage own work programme and that of others.
- Ability to investigate and manage disciplinary and complaint matters.
- Able to contribute towards the development of services in Coventry.
- Able to manage change positively and constructively

Specific to Children Looked After / Care Leavers

- Ability and skills to manage a Child Looked After team to ensure children and young people who are looked after and care leavers improve their health, emotional resilience and educational achievement and are protected from substance misuse and sexual exploitation.
- Skills and experience to manage and support stable relationships between the Child Looked After team and carers.
- Ability to ensure that all assessments are completed within timescales to a 'good' quality.
- To ensure that children, young people and families have access to a timely assessment.
- Experience and skills to develop multi-disciplinary care plans focused on the outcomes and positive impact for children and young people.
- Skills and experience to plan for appropriate placements, support young people to return to families, long term fostering, adoption and if/when appropriate prepare young people for adulthood and independence.
- Ability and skills to manage a Child Looked After team to ensure children and young people who are looked after receive a good service

Specific to Development Team Manager Role (in addition to the above)

- Review and implementation of best practice within the service and lead on projects within the Through Care service
- Review and implementation of policy and legislation regarding Care Leavers
- Review, identification and implementation of service delivery improvements and development of new initiatives to support service improvements
- Identification and delivery of training and development required for Leaving Care team and associated managers
- Establishment of effective professional networks locally and nationally with key partners, forums and other local authorities to share and develop best practice
- Relationship management and engagement with Care Leavers to help develop service improvements
- Support key Care Leaver events, locally and nationally, and promote the service with themed projects, participation and additional marketing/communication activity

Experience:	<ul style="list-style-type: none"> • Significant experience in working with children and families in a statutory social care setting and demonstrable experience of decision making on case work. • Experience of working across organisational and managerial boundaries to achieve improved outcomes for children, young people and their families. • Demonstrable experience of being able to lead, manage, motivate and support staff. • Of being able to develop effective working relationships with service users, carers, colleagues, other agencies and elected members • Of effective management of budgets, including the monitoring and projection of expenditure. • Of recruitment and effective induction of new staff. • Demonstrable experience of professional management to staff and manage issues relating to staff development and performance.
Educational:	<ul style="list-style-type: none"> • Dip SW, CSS or CQSW, or a CCETSW validated equivalent from another country. • Registered with Social Work England
Special Requirements:	<ul style="list-style-type: none"> • This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS). • This authority is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment

Date Reviewed: July 2021

Updated: August 2022