Recruitment person specification

Position title	Team Leader – Parent Infant Partnership, Children's Services

Guidance on how to complete a high quality person specification is on the Orb.

Role requirements

Experience requirements

ESSENTIAL

1. Substantial operational experience in children's social work services.

2. Considerable experience in child protection and risk assessment.

3. Considerable experience in working with children who are looked after and accommodated.

4. Considerable experience in permanency planning for looked after and accommodated children.

5. Experience of taking a lead role in developing a service/practice in a social services setting.

6. Experience working with and maintaining electronic databases.

7. Experience of managing, supervising or mentoring social work personnel.

8. Experience of chairing meetings

9. Experience of managing change processes in organisations

10. Experience of Partnership working

DESIRABLE

1. Experience of working with high-risk vulnerable pregnant women

2. Experience of evaluating impact, outcomes and data analysis

3. Experience of leading on strategic recommendations for practice

Knowledge, skills and understanding requirements

ESSENTIAL

1. An in-depth understanding of operational issues in children's social work services.

2. A sound knowledge of the legal/statutory/policy framework for working with children and families

3. Knowledge and understanding of the permanency legislation and process for Looked After Children

4. Excellent assessment, interpersonal and communication skills (written and verbal).

5. I.T skills – competent in the use of Microsoft office and experience of using electronic databases

6. Knowledge of the complex needs of vulnerable pregnant women and their families

7. Budget Management skills

8. Awareness and understanding of promoting Anti- Discriminatory Practice.

DESIRABLE

1. Team development skills

2. Coaching Skills

Leadership

ESSENTIAL

1. Ability to manage a staff team

2. Knowledge of disciplinary matters and staff management

3. Knowledge of recruitment and selection

4. Knowledge of supervisory models

5. Ability to develop a needs led service in line with changing needs of service users.

6. Lead or participate in multi-agency work and effective joint working.

7. Ability to manage conflict in relation to team issues and service users.

Qualifications and training requirements

1. Diploma in Social Work or equivalent   Essential

2. Registration with SSSC   Essential

3. Post qualification in Child Protection/ Child Care   Essential

4. Certificate in Supervision, Management and training in Child Protection   Desirable

Job specific requirements

ESSENTIAL

1. Establish a lead role in building and maintaining team by providing support, supervision and leadership.

2. Ensure the allocation of budget is appropriate and meets the needs of service users.

3. Ability to maintain high practice standards in a culture of responsiveness to changing needs of children and families

4. Ability to plan and monitor services and prioritise and co-ordinate cases.

5. Ability to monitor and analyse performance and a strong commitment to performance improvement.

6. An ability to lead a team working within a collaborative of numerous agencies.

7. An ability to work on a partnership basis

8. Ability to initiate and develop new ideas and approaches to meet the needs of children and families, in line with identified outcomes.

9. Ability to keep abreast of changes with regard to policies, legislation and guidelines, both locally and nationally.

10. Ability to understand issues and problems, to analyse and assess complex situations, often within limited timescales

11. Ability to work with challenging families, where there are complex needs.

12. Ability to work with service users who are resistant to intervention and may be aggressive or uncooperative.

13. Provide consultancy to other professionals.

14. Provide relevant training to multi disciplinary professionals.

15. Any other appropriate duties.