

Kent County Council

Job Description: *Team Manager Strengthening Independence Service*

Directorate:	Children, Young People and Education
Unit/Section:	Strengthening Independence Service
Grade:	KSJ
Responsible to:	Service Manager - Strengthening Independence Service

Purpose of the Job:

Lead and direct a team of professional Social Workers and other case holding practitioners together with support staff, to provide a responsive and cost effective service to meet the needs of disabled children and young people and their families in partnership with parents/carers in order to strengthen their independence and resilience and in accordance with legislation, Corporate and Directorate policies and practices within a given budget.

The postholder should work in line with the Social Care Capability Framework.

Main duties and responsibilities:

Recruit, develop and motivate staff groups capable of fulfilling the changing demands of the Strengthening Independence Service, through day to day support, high quality supervision, overseeing of duty and referrals, assessment and casework in partnership with other services, to ensure the delivery of a high quality and consistent service across the Authority that supports, protects and empowers children, young people and their families and carers.

Work closely with the Occupational Therapy Service in the area who oversees and manages the Occupational Therapy staff in the Strengthening Independence Service, to ensure a co-ordinated, effective and efficient service to families requiring their service.

Review, negotiate, develop and implement joint/integrated working policies and procedures and delivery mechanisms with partner agencies to aid service development, maximise resources and work towards an integrated disability service, which is responsive to the changing needs of service users and their families/carers.

Prepare the annual team budgets, control and monitor expenditure, taking remedial action as required to enable cost effective services to be provided which meet the needs of the client and optimise the use of all resources.

Monitor professional standards in liaison with other key officers to maintain high standards of social work and occupational therapy practice which meet the changing needs of the service and to ensure that practice and procedures are appropriately adhered to, including the adherence to Child Policy and Procedures, and take action as necessary to rectify any areas of concern.

Respond to situations of crisis and emergency, by co-ordinating service provision with other Directorate colleagues to meet the needs of a group of people requiring the Strengthening Independence Service, whilst maintaining an existing service.

Work with the Service Manager, other Senior Managers in the Service and commissioning colleagues to plan and implement strategic developments, to ensure access to the full range of services and to raise any issues of concern.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Team Manager Strengthening Independence Service*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• Degree in Social Work• Registration with Social Work England• Assessed as competent to operate at the advanced or strategic level of the Social Care Capability Framework
EXPERIENCE	<ul style="list-style-type: none">• Diverse post qualification experience in Children and Families Services, to include some disability experience• Previous responsibility for managing budgets including joint funding• Contributing to policy and practice formation, implementation and review• Joint Working with Health partners, other Directorates and external bodies• Staff recruitment, motivation and development, to include direct experience of supervising staff
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Excellent negotiation, planning and commissioning skills are essential in order to communicate at all levels in the organisation and with external bodies, including parents and carers• Change management skills• Ability to apply theory to practice• Work to tight deadlines and within limited resources• Oversee, monitor and review a range of projects and prioritise accordingly• Commitment to equality and promoting diversity in all aspects of work• High level budget management and audit skills• Recruit, manage and develop a team of professional and support staff• Computer literate
KNOWLEDGE	<ul style="list-style-type: none">• Detailed working knowledge of the legal framework, national and corporate policy, procedures and practice relating to Children's Social Care, including Child Protection procedures.• Awareness of Data Protection and confidentiality issues• Familiarity with recent research and government and corporate initiatives• Knowledge of Financial Regulations

**KENT VALUES
AND CULTURAL
ATTRIBUTES**

Kent Values:

- We are **brave**. We do the right thing, we accept and offer challenge
- We are **curious** to innovate and improve
- We are **compassionate**, understanding and respectful to all
- We are **strong together** by sharing knowledge
- We are all **responsible** for the difference we make

Our values enable us to build a culture that is:

Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile

Curious - constantly learning and evolving

Compassionate and Inclusive - compassionate, understanding and respectful to all

Working Together - building and delivering for the best interests of Kent

Empowering - Our people take accountability for their decisions and actions

Externally Focused - Residents, families and communities at the heart of decision making

Organisational responsibilities

Job description guidance

All corporate directors, directors and senior managers have an explicit responsibility to deliver the collective agenda of the Council. These are fundamental elements of their role not an addition and are summarised as follows:

Whole Council

- Seek to improve the lives of all residents in Kent and economy of Kent
- Act as corporate parent to the Council's looked after children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met.
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code).
- Advise elected members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives.

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies.

Embedding Commissioning and Engaging relevant markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery

- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance.
- Deliver to agreed budget and income targets.