

Kent County Council

Job Description: *Team Manager – Fostering Support Team, Kent Fostering Service*

Directorate:	Children, Young People and Education
Unit/Section:	Specialist Children's Services
Grade:	KR12
Responsible to:	Head of Fostering

Purpose of the Job:

To deliver and improve services for vulnerable children, with a clear focus on those in need of protection and the wider safeguarding agenda through the provision of high-quality social work interventions and effective liaison with local partners.

To lead and direct a team of experienced Social Workers and support staff to provide services to provide high quality supervision and support to foster carers and their families. To work within Kent Fostering Service to increase the provision of foster carers through supporting the targeted recruitment activities. To monitor and support placement stability and matching of children with foster carers.

To act in a leadership role to develop support staff and progress schemes which provide high quality support and services to foster carers, their families and children in care. To work within Kent Fostering Service to promote schemes through information events and targeted recruitment.

Maintain a personal awareness of legislation, departmental and corporate policies and procedures, particularly those relating to Children in Care, Children in Need and Child Protection, acting in line with these to ensure consistency and a high quality of service delivery across the Directorate.

To be a champion of social work values and delivering interventions that work to keep children safe and to support families and foster carers.

Main duties and responsibilities:

- Manage a team of professional social work staff and/or early intervention and support staff to provide a service to clients of Children and Young People's Services in accordance with legislation, policies and practices.
- Lead and direct the work of a team of professional Social Work and support staff in order to ensure they effectively fulfill the complex changing demands of the service. Provide day to day support and professional supervision of Social Workers and other staff when required, managing their performance.
- Work collaboratively with a broad range of agencies in identifying, planning and delivering its core tasks of training, supervision and support of foster carers to a high professional standard.

- Work in a cross-section of social work teams, to continually develop and consolidate knowledge base and level of skills and enabling the assignment of more complex caseloads to meet the ever changing needs of the children and their families.
- Maintain an awareness of changes in child development etc., and related theories, legislation, corporate and directorate policies, local and agency practices, in order to disseminate knowledge and contribute to the delivery of a high standard of service.
- Allocate resources and workload across the team to ensure effective delivery of service within allocated cash limit, taking into account local and national priorities.
- Recruit, develop and motivate staff groups capable of fulfilling the changing demands of the service, through day to day support and providing for high quality caseload supervision to ensure the ongoing continuous development of staff (where relevant helping employees meet the requirements of their registration) in order to deliver a high quality and consistent service to the locality.
- Contribute to the preparation of the team budget. Control, monitor and forecast expenditure, taking remedial action as required to enable cost effective services to be provided within the allocated cash limit.
- Contribute to the formulation, monitoring and review of professional practice procedures, strategy and policy through working closely with colleagues in other Divisions and/or via County Working Groups, to maintain high standards of social work practice which meets the changing needs of the service.
- Monitor professional standards within the team in liaison with Senior Practitioners and the Training and Development Team to ensure compliance with all policies and procedures and that Performance Assessment Framework indicators and other agreed targets are met.
- Respond to situations of crisis and emergency by co-coordinating service provision with other Directorate colleagues.
- Undertake case audits to quality assure file management and standards of practice.
- Comply with statutory requirements for Fostering including the monitoring of Annual Reviews, Unannounced Visits and DBS Checks.

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

- Kent County Council
 - Person Specification: *Team Manager, Fostering Support Team, Kent Fostering*
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- The following outlines the Minimum and Desirable criteria for this post. Applicants who have a disability and who meet the minimum criteria will be shortlisted.
- Applicants should describe in their application how they meet these criteria.

	MINIMUM
QUALIFICATIONS	<p>Degree in Social Work, CQSW, DipSW or equivalent.</p> <p>Relevant professional development.</p> <p>Registration as a Social Worker with Social Work England.</p>
EXPERIENCE	<p>Extensive post qualification experience within Social Care including within Fostering service.</p> <p>Experience of professional supervision, line management or project management.</p> <p>Experience of budget management issues.</p> <p>Experience of contributing to policy and practitioner formulation, implementation and review.</p> <p>Experience of working jointly with key partners in the statutory, private and voluntary sectors.</p> <p>Experience of staff recruitment and development.</p>
KNOWLEDGE	<p>Excellent knowledge and understanding of relevant legislative and policy frameworks and impact on service (including Fostering Regulations).</p> <p>Excellent knowledge and understanding of social work theories relating to child care services and Fostering Services</p> <p>Excellent knowledge and understanding of Safeguarding policies and procedures.</p> <p>Excellent knowledge and understanding of anti discriminatory practice</p> <p>Knowledge of recent research and National initiatives impacting on Children's Social Services.</p> <p>Knowledge and performance management indicators.</p> <p>Knowledge of financial regulations.</p> <p>Knowledge of the implications trauma and attachment can present to children, their birth families and their carers</p>

SKILLS AND ABILITIES	<p>Ability to lead, manage and motivate a team.</p> <p>Excellent oral and written communication skills.</p> <p>Excellent organizational skills, ability to prioritise work and delegate tasks.</p> <p>Develop and maintain effective working relationships.</p> <p>High level professional supervisory skills.</p> <p>Budget management skills.</p> <p>Competent in using computer systems/packages to complete work and run reports</p>
VALUES	<p>Be open</p> <p>Invite contribution and challenge</p> <p>Be accountable</p>

Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County 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 the 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
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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