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**PERSON SPECIFICATION**

**Job Title: Team Manager - Care Leavers**

**Directorate & Section/Unit: Child Protection & Throughcare**

**Salary Grade: PO4**

**EXPERIENCE:**

It is **essential** that the post holder has:

* Significant experience of working with children and young people in a statutory social care setting, including those in need of safeguarding, looked after and adopted children , young people and Care Leavers.
* Demonstrable experience of decision making in case work including decision making regarding allocation of resources and placing children.
* Significant experience achieving results either through the leadership of staff or projects.

It is **desirable** that the post holder has:

* Significant experience leading staff groups.

**KNOWLEDGE, SKILLS AND ABILITIES:**

Worcestershire County Council has developed Leadership Competencies that describe what managers in the organisation are expected to bring to their role. *(See DMA competencies document).* Candidates for this role will be tested against these competencies and they will continue to be relevant for job performance if appointed. These competencies will be revised from time to time as the needs of the organisation change. The Critical Success Factors further describe the Leadership Competencies and for the role of Team Manager those at level 1 are relevant.

It is **essential** that the post holder has:

* Knowledge and understanding of relevant legislative and regulatory framework and Government initiatives relating to children’s services, including safeguarding, the needs of looked after children , Care Leavers and those placed for adoption.
* The tenacity to repeatedly follow through indictors of service and staff performance to secure the necessary improvement in service provision.
* Emotional resilience, that is, the ability to perform effectively during periods of change and stress.
* Willingness to enhance personal performance by seeking out constructive feedback, gaining insight and awareness of personal strengths and challenges.

**QUALIFICATIONS/TRAINING & DEVELOPMENT:**

It is **essential** that the post holder has:

* A professional qualification in social work
* Social Work England (SWE) registration.

It is **desirable** that the post holder has:

* A relevant leadership qualification or evidence of former and ongoing leadership development.

**ADDITIONAL INFORMATION:**

This is a demanding role and the job holder must be capable of responding positively to the significant scrutiny for Children's Services. The job holder must be able to work the hours necessary to deliver the requirements of the job. Travel throughout the County and further is required.

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| **Author: Siobhan Williams**  **Amended: James MacDonald** | **Date: December 2012**  **Date: October 2024** |

**DChS/CN-DJC289-PS**