Delivery / Team Lead (Tier 4)

Directorate: **Service area:**	Children and Family
Accountable to:	Tier 5 Service Manager
Accountable for:	Insert Budget and Headcount
Politically restricted post	No
Delivery teams:	Fostering
Job Title:	Connected Persons Team Leader
Grade:	42,821 – 44,863

Context

You will play an active role as part of our service team working in partnership with our Commissioning Team Leaders to innovate our service delivery capabilities.

You will support the Service Manager and other Delivery Team Leaders in achieving our organisational vision and outcomes.

You will manage your team to meet the outcomes of the service delivery plan. You will develop and maintain good working relationships with our range of key stakeholders including statutory partners, service providers, voluntary section and customers.

Specific role assignment

Delivery responsibilities	Oversight and management of Connected Persons Assessment Team and part of management group of the whole fostering team. Acting on a management duty system.
Key business measures	Effective support to connected persons being assessed for suitability of connected persons foster carers or Special Guardians. Stability of placements Outcomes for children Ensuring fostering minimum standards are met Quality assurance of your team and the wider management team
Statutory responsibilities *(if applicable)*	Supervision of staff Ensuring connected persons assessments

	meet the required fostering standards.
Specific experience	Qualified social worker, ideally with management/supervision experience Children and family social work, knowledge or experience of Connected Persons Assessments.
Specific qualifications/and registration	Social Work England Registered
Budget responsibility	Yes but not direct management
FTE responsibility (line management)	The Connected Persons Assessing Social Workers and family support worker
Key stakeholder relationships	Foster Carers

Generic capabilities of the role

Generic Capability	Descriptor
Business Acumen	• Deliver in year service plan (1 year) • Effective contract and supplier management • Meet budget, savings and income targets

- Contribute to the operational planning of the service with the commissioning team
- Ensure effective contract management arrangements are in place
- Manage costs down, deliver savings and income targets (as applicable)

Generic Capability	Descriptor
Performance & standards	• Statutory compliance • Professional practice • Procedure compliance

- Execute the statutory or regulatory duties that are in place and delivered across the team.
- Ensure the safe operation of the business and compliance with appropriate regulations and legislation.
- Execute the relevant policies and procedures to ensure the outcomes are delivered.

Generic Capability	Descriptor
Operational management	• Deliver operational performance objectives • Manage the workforce

*service = service, team, functions

	• Deliver continuous improvement plans

- Meet the service key business measures for the service
- Manage costs down through operational improvement
- Manage and allocate resources to meet key business measures
- Use data and insight to improve service performance

Generic leadership competencies

Capability	Descriptor
People Management	• Workforce development • Workforce planning

- Recruit and ensure effective onboarding of team members
- Retain and attract the required capabilities of the team through effective talent management
- Set and deliver stretching performance objectives
- Undertake annual appraisals with the team
- Undertake regular 1:1 sessions throughout the year to review performance against objectives
- Manage and support teams through organisational change

Capability	Descriptor
Management of resources & planning	• Monitors the service performance framework • Effective service design

- Plan, task, deploy and co-ordinate resources to meet changing operational needs as required
- Monitor, plan and review team outcomes ensuring delivery of personal and team objectives
- Hold regular meetings to inform teams of plans, priorities, budgets and expected outcomes
- Identify the capacity of the delivery team through effective workforce planning.
- Develop and implement integrated working across teams

Capability	Descriptor
Organisational leadership & resilience	• Deals with performance issues • Maintains business continuity • Role model of how we work principles

- Maintain business continuity in the event of service disruption
- Effectively addresses performance issues within the team
- Enable the team to work in a high performance culture
- Act and operate corporately across WCC adopting the one council approach
- Act as a positive role model for WCC's values and behaviours at all times
- Represent the interests of the Council on external bodies and networks

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WCC values and behaviours

The post holder must be able to demonstrate that they role model the WCC values and behaviours.

Our Values – The Warwickshire DNA



Our Behaviours



Strategy... the direction we will take to achieve our outcomes

Plan... what we will do to achieve the strategy

Commissioning...the process of how we will plan, purchase and monitor our services

Strategic Commissioning... the process for understanding, planning and delivering services to achieve the best outcomes

Operational Commissioning... the process for meeting need at an individual level or to a specific group

Delivery..providing services to our customers

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