

**T4070 - C&F –Enhanced Team Leader (Specialist Qualified)
(previously L0060 & T4003)**

Directorate: Service area:	Children and Families
Accountable to:	Tier 4A Service Manager
Accountable for:	Front line Practitioners – Family Support Workers, Targeted Support Officers, Youth Workers, Parent Trainers and other practitioners
Politically restricted post	No
Grade	O

Context

You will lead and model the implementation of cultural change (restorative practice) within your team and locality. Where we value family, doing all we can to keep children and young people safe within their own family.

You will work in partnership with our Commissioning Team Leaders to innovate our service delivery capabilities.

You will support the Service Managers (Delivery Leads) and Heads of Service in achieving our organisational vision and outcomes.

You will manage your team to meet the outcomes of the service delivery plan. You will take responsibility and lead the performance of your team. You will also lead quality assurance activity for your team, ensuring good quality services are delivered under the Warwickshire Famous Five (Child’s Voice, Chronologies & Recording, Management Oversight, SMART Plans). You will be responsible and accountable, with support from the Service Managers (Delivery Leads) and Heads of Service for the quality of practice and delivery of Children’s Social Care services. Demonstrating quality and impact of your teams performance to internal (senior leaders and elected members) and external (OFSTED) scrutiny.

You will develop and maintain good working relationships with our range of key stakeholders including statutory partners, service providers, voluntary section and customers. You will work creatively with partner agencies and commissioners to meet the needs of children, young people and their families within your area of work/locality. This may include supervising and managing a multi-disciplinary team of family support workers and other multi-disciplinary professionals who may be based within the team and managed on a day to day basis by you but who are employed by other agencies.

You will establish and help implement new ways of working. Embedding and modelling good practice that you can evidence is improving outcomes and having a positive impact on children, young people and their families.

Specific role assignment

Delivery responsibilities	<ul style="list-style-type: none">• Management of incoming work including prioritisation and allocation through caseload management of team members review and closure of cases.• Manage and supervise a Children and Families Team of staff which may Family Support Workers, Youth Workers, sessional workers and apprentices.• To maintain clear and accurate recording systems to ensure safe and sound practice• Develop strong working relationships with children and families and ensure that those that are vulnerable, 'hard to reach' or who have complex problems are accessing support.• To carry out regular monitoring and evaluation work.• Build and maintain links with local voluntary and statutory agencies that promote the service and encourage good working relationships to enhance high quality service outcomes. Establishing creative ways of working to ensure local issues and needs for children and young people are met in partnership with other agencies.• Represent the council at local multi agency forums where you will influence and work in partnership to establish solutions to provide early and targeted support to children, young people and their families.• Identify the need for any appropriate service meetings, including those involving other agencies and to be responsible for ensuring that such meetings are called, where appropriate chairing them and for establishing clear outcomes and that any actions are followed up. Including family support, early and targeted help.• Take responsibility and lead the performance of your team, evidencing positive impact and outcomes are achieved for children.• Monitoring and auditing the quality of service provided by the team and ensuring any corrective measures are taken to meet the objectives set for the team.• Foresee, plan and address performance issues. Contributing to scrutiny processes to evidence performance and actions being taken to ensure good practice is achieved and maintained.• Maintain a knowledge and expertise of early and targeted family support work of the Directorate to contribute to the development of services and the development of best practice systems and protocols which support the delivery of a quality service and reflect any changes required.• To deputise for the Service Manager in their absence.• Under the direction of the Service Manager and Heads of Service, define and develop service policies, priorities and programmes which will impact across the whole service. Establish and lead the implementation of new ways of working in early and targeted help to improve practice and outcomes for children.
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Key business measures	Children & Families Performance data set.
Statutory responsibilities (if applicable)	Children & Families Early and Targeted help and family support.
Specific experience	Significant experience within a field of children's social care, usually within early help, family support or youth work.
Specific qualifications/and registration	Children & Families qualification and experience Other relevant children and families related qualification
Key stakeholder relationships	Partner agencies including education, health, police, probation and the third sector. This may include direct day to day management of multi-agency team or multi-disciplinary professionals from children, to achieve an integrated Children's Service.

Generic capabilities of the role

Generic Capability	Descriptor
Business Acumen	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Statutory compliance • Professional practice • Procedure compliance

- Execute the statutory or regulatory duties that are in place and delivered across the team, including across professional disciplines.
- 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
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Operational management	<ul style="list-style-type: none"> • Plan, monitor and deliver operational performance objectives • Manage the workforce of the council and other professionals who may be within the team. • Deliver continuous improvement plans • Evidence performance and outcomes to internal/external scrutiny.
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- 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	<ul style="list-style-type: none"> • Workforce recruitment and performance 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Deals with performance issues • Maintains business continuity • Role model of how we work principles

- Personal resilience
- Emotional Intelligence. Supporting professionals with emotional impact of role.
- Influence others
- 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
- Evidence to internal/external scrutiny impact and outcomes of performance. Including evidence of change/maintaining performance to ensure good practice is consistently achieved.
- 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

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

	do what we say		move with purpose and energy		focus on solutions	Strategy... the direction we will take to achieve our outcomes
	help people and communities to find their own solutions		build strong working relationships		be the best we can be	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