

Post Specification

Date	June 2024
PG Number	8427
Post Title	Team Manager - Adult Social Care
Job Family	People Care and Development
Job Family Role Profile	
Final Grade	16

To be read in conjunction with the job family role profile

Service Area description
<p>Adult Social Care vision is “People living in a place they call home with the people and things that they love, in communities where they look out for one another, doing the things that matter to them.”</p> <p>The service has a key role in influencing and shaping service models in Westmorland and Furness, and ensures that in all instances people are supported to achieve their most independent outcome in keeping with the Promoting Independence and Wellbeing Programme and becoming a community powered council.</p>
Purpose of this post
<ul style="list-style-type: none"> • To manage and lead adult social care teams to ensure the delivery of effective strengths-based outcomes, for people who have care and support needs. • To support the Service Manager to deliver on strategic priorities and transformation plans. • To work collaboratively with internal and external stakeholders • Leading, organising, managing and co-ordinating the work of teams. • Support staff training and development. • To support the Service Manager in delivering high quality services which meet the assessed needs of Adults. • To deputise in the absence of the Service Manager • To represent the Council as required
Key job specific accountabilities
<ol style="list-style-type: none"> 1. Culture and Leadership: To cultivate and nurture a strengths-based culture, motivating and inspiring others to generate success. Be a visible leader within the team, modelling the core values. Support the team to reach their potential and maintain practice standards through CPD and collaborative working with stakeholders at all levels. 2. Service planning and implementation: Contribute to the development of strategic plans and Adult Social Care policy by representing the perspectives and views of the team. Develop and implement team and workforce plans, working alongside the service manager to ensure a consistent approach, supporting the delivery of high quality and cost-effective service. 3. Oversight of casework: To provide operational leadership and management responsibility for the team's casework work, ensuring robust governance and quality assurance processes are adhered to. 4. Responsibility for performance management and quality assurance: Provide ongoing performance management of teams, using an evidence-based approach to implement, monitor, evaluate and report on the performance of the team, against specific targets including taking all necessary remedial actions to ensure successful delivery. Use line management tools including supervision to proactively track and manage the performance of individual practitioners within the teams. Promote a culture of reflective practice which supports continual development of practitioners and practice standards. 5. Represent the Adult Social Care: Some requirement to engage with internal and external partners, build positive relationships, and contribute to partnership working around operational issues. 6. Responsibility for risk management: Ensure consistent implementation effective management of risk strategies within the team, through the implementation of specific policy and procedure.

Put localised mitigations in place and ensure that residual risks are clearly articulated to Service Managers.	
7. Carry out any other duties commensurate with the role as requested by management.	
Please note annual targets will be discussed during the appraisal process	
Key facts and figures of the post	
Budget Responsibilities	<ul style="list-style-type: none"> To plan, monitor and control budget within the agreed scheme of delegation to ensure services work within agreed budgets.
Staff Management Responsibilities	<ul style="list-style-type: none"> Managing a team of qualified and unqualified staff, undertaking statutory functions and tasks. Provide line management, supervision, appraisal, mentoring, advising, coaching and supporting
Other	<ul style="list-style-type: none"> None
Essential Criteria - Qualifications, knowledge, experience and expertise	
<ul style="list-style-type: none"> Accredited Social Work Degree, or equivalent Professional Social Work qualification for Social Work team's manager. Accredited Occupational Therapy Degree, or equivalent Professional Occupational Therapy qualification for Occupational Therapy team's manager. Registration with appropriate professional body Significant and related experience within Health or Social Care field Evidence of ongoing professional development within the last two years Knowledge and application of departmental and council objectives and initiatives In depth knowledge and understanding of own professional area of practice and issues within Adults Services Understanding and application of theoretical approaches, practices & procedures relevant to customers, carers, professional colleagues Knowledge of National Policies and legislation relevant to area of work. Having an awareness and understanding of risk with the ability to assess, manage, escalate appropriately and balance with safety Ability to influence people to change and to make difficult decisions Change management within a positive framework, timescales and budget Demonstrate significant experience of leadership skills, including ability to lead, motivate, inspire and empower others, by example. Proven ability to demonstrate sound judgement and autonomy of decision making in highly unpredictable situations. Excellent interpersonal skills including negotiating, conciliating, people management, written and verbal communication and motivational skills Ability to create and maintain a culture that enables and empowers staff and individuals to think creatively in order to achieve the best, most independent outcomes for people. Good time management/punctuality and the ability to work to deadlines within the allocated resources Ability to network effectively with multi-disciplinary organisations Ability to identify and challenge inappropriate practice Experience of contributing to the development of strategy, policy and practice on a multi-disciplinary basis. Understanding of budget position and making best use of resources available. Ability to make sound decisions and take responsibility for actions 	
Disclosure and Barring Service – DBS Checks	
<ul style="list-style-type: none"> This post requires an Enhanced Adults check (with barred list) 	
Job working circumstances	
Emotional Demands	<ul style="list-style-type: none"> Involves occasionally dealing with individuals who are distressed or angry
Physical Demands	<ul style="list-style-type: none"> Normal requirement for county wide travel and carry laptop and small pieces of equipment
Working Conditions	<ul style="list-style-type: none"> Involves occasionally dealing with individuals who are distressed as a result of council action. Lone working required

	<ul style="list-style-type: none">• Agile working requiring with travel within and out of County
Other Factors	
<ul style="list-style-type: none">• None	