



Cumberland Council

Post Specification

Date	May 2025
Post Group Number	TBC
Post Title	Family Help Manager – Family Group Decision Making
Job Family	Organisational Support
Job Family Role Profile	PCD14
Final Grade	Grade 15 (including JWC's)

To be read in conjunction with the job family role profile

Service Area description

This post sits within the Early Help and Targeted Youth Support service area in Children's Service and is located in the Early Help and Learning sub directorate.

Purpose of this post

- To improve outcomes for children, young people and their families by increasing and developing access to:
 - Family Group Decision Making (FGDM)..
 - Mediation work with families. A range of parenting interventions, to be developed in response to the assessed needs of our communities.
- To provide direct management of staff working with children, young people and their families ensuring that support offered is of a high quality.
- To use both quantitative and qualitative evidence (including feedback from our children, young people, their families, wider networks and other professionals) to ses continually strengthen the tools, practices and impact
- To develop a Family Help and Prevention offer for families and embed this into a wider Prevention Pathway.
- Ensure the key areas of work are underpinned by a consistent delivery framework, and as appropriate develop and/or implement multi agency working protocols to ensure the work is firmly embedded across key stakeholder organisations in both statutory and voluntary sectors.

Key job specific accountabilities

1. To develop, implement and review Family Gorup Decision-Making and parenting interventions and associated policy and procedures in line with relevant legislation, national guidance and best practice.
2. To ensure the integration of Family Group Decision-Making and parenting interventions in the Preventative, Family Help and Child Protection processes across Children's Services.
3. To support the Family Help Workers – Family Decision-Making in ensuring children and young people are safe, that their daily lived experience improves, positive outcomes are secured and family networks are preserved.
4. To work with the Family Help Workers – Family Decision-Making to ensure that the service operates within a framework of equality of opportunity and responds appropriately to the individual needs of all families from all backgrounds.
5. To work with colleagues, triage and family support teams and partner agencies to develop and implement effective policies and practice.
6. To monitor relevant data and report on trends and patterns.
7. To use data to identify, plan and coordinate the delivery of interventions or develop preventative measures to reduce their prevalence.

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"> Any budget delegated to this post, up to £300k
Staff Management Responsibilities	<ul style="list-style-type: none"> Full line management responsibility for 6-9 practitioners
Other	This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not listed that are reasonably commensurate with the job role and grade of the post.
Essential Criteria - Qualifications, knowledge, experience and expertise	
Qualifications <ul style="list-style-type: none"> Relevant degree level qualification or equivalent (e.g. in Social Welfare, Criminal Justice, Health & Social Care). Evidence of further professional development. 	
Knowledge <ul style="list-style-type: none"> Knowledge and understanding of relevant policies, statutory guidance and legislation relating to children, young people and their families including safeguarding and child protection. Working knowledge of a range of parenting interventions, including Family Group Decision-Making and the benefits of these. Knowledge and understanding of family processes and dynamics and of the theoretical framework that underpins practice. Knowledge of group dynamics and how groups make effective decisions. Understanding of Equality and Diversity issues. Awareness of Health and Safety requirements. 	
Experience <ul style="list-style-type: none"> Significant experience of working with or on behalf of families. Significant experience of effective partnership working, able to build and maintain relationships between key influential stakeholders. Experience of leading and developing effective parenting projects. Experience of policy development and implementation. Experience of developing external partnerships, with other organisations and stakeholders to deliver key projects. 	
Skills <ul style="list-style-type: none"> Ability to make complex decisions in contentious and difficult cases. Ability to use IT appropriately to support management function. Ability to source, collate and analyse data. Ability to work independently but also as an effective team member. Ability to think creatively and innovate. Ability to engage with national developments and networking opportunities. Ability to demonstrate professional integrity, reliability and consistency. Ability to work under pressure and emotional stress effectively. 	
Disclosure and Barring Service – DBS Checks	
<ul style="list-style-type: none"> This post requires a DBS check. The level of check required is: <ul style="list-style-type: none"> DBS Enhanced – Children 	
Job working circumstances	
Emotional Demands	Dealing with children, young people and their family networks, who may be in emotionally distressing circumstances.

Physical Demands	Minimal
Working Conditions	Dealing with children, young people and their family networks, who may be verbally aggressive. Post requires management of a team based across Cumberland and will therefore necessitate travel to different office bases and Family Hubs.
Other Factors	
Flexible working hours to ensure the needs of our families are met including some evening and weekend work. Able to drive and have access to a vehicle.	