To accompany job description and person specification when required

Job title: Team Manager – Family Help/ Team Manager – SWQ
Directorate/Service/Team: Children's Services – Locality (North, West, Dorchester, East, Purbeck and Chesil)
Grade: 13

Organisation Structure

Reporting to: Service Manager – Family Help/ Service Manager – Family Help SWQ
Responsibility for: Family Help in a team within locality, including supervision and management of a team.

Context of Work

- To lead and manage work with children and families.
- To support and promote a strength-based, restorative and relationship based approach.
- To develop the use of research and evidence to inform practice.
- To pro-actively manage a staff team to ensure that children and families are provided with the right support at the right time.
- To work as part of a multi-agency partnership to meet the needs of children and families.
- To be informed and involved in the local community, developing local services and networks to provide sustainable support for families
- To role model best practice and ensure that new guidance and legislation is shared and understood.
- To provide and use management information and performance data to support service development
- To be highly motivated to work with all aspects of the community to build cohesive and lasting relationships which support resilience.
- To coordinate the work of multidisciplinary team delivering work across the continuum of need.
- To directly line manage a team with a range of specialisms.
- To facilitate collaboration across the system.
- To coordinate the delivery of delivery of locality priorities at a team level
- To ensure that statutory duties are fulfilled.
- Demonstrate a good understanding of the relevant legislation, guidance, policies and procedures and ensure these are delivered in practice.
- To ensure that statutory data collected is used to effectively inform planning, both short and long term in order to facilitate improvement.
- To work across the county, taking responsibility for a key area of practice and or function delivery and provide matrix leadership in this space.
- Strategic responsibility in ensuring that officers and other members of the team are advised of the functioning of the team and its remit.
- To develop more transparent and open mechanisms of communicating and working with partners, including voluntary and Community sector ensuring effective collaboration and multi-agency working.
- To ensure the effectiveness of Multi-Agency working and group supervision in Family Help.
- To coordinate co-located roles working alongside and with Family Help to ensure effective service delivery as part of a multi-disciplinary team.
- To inspire staff through strong and effective leadership and management

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- To drive performance through high expectations and high support of and challenge to staff to secure continuous improvement.
- To provide expert advice, guidance and direction regarding all aspects of family help practice and management.
- To work collaboratively with other teams across the locality, the MACPT and central teams to ensure that the holistic needs of children and their families are met.

Our mission
- Children in Dorset thrive, are happy and are the very best that they can be.
- We inspire and enable children, young people and their families to find solutions that enable them to develop sustainable, safe and secure relationships with each other and within their community.
- We listen and act so that the voices of children and families is at the heart of everything we do.
- We work together to collaboratively shape, support and develop communities

Our vision is that we want to
- Shift our efforts to early help
- Get it right first time
- Work to meet need, rather than manage threshold
- Co-produce services with families

Our values are
- Collaborative – we want to work with citizens and communities, not do things for or to them
- Strength based – we work with people, not problems
- Restorative – we want to stop harm and repair relationships

The principles of our model
- Children, young people and families are central to everything we do – their voices codesign services and drive plans.
- We focus on getting it right first time proactively providing early help as needs arise
- Our services are rooted in communities, easy to access, and delivered by multi professional teams.
- We provide good quality, efficient services that reduce bureaucracy for staff and families and reduce 'hand offs' between professionals.
- We measure our success on how we have made life better for children and young people.
- We operate one children's services leadership approach based on trust, accountability, and valuing employees. Our skilled and confident workforce are well trained, supported and enabled to take decisions and operate effectively within a clear accountability structure.
- We will always learn and strive to improve so we can deliver better outcomes for children and young people.
- We will be digital by default and deliver services only where we are required by law, and where we can do this more effectively and more efficiently than anyone else

Travel Requirement
This position has a significant travel requirement. This means that there is a requirement for a vehicle (or transport deemed to be suitable by the Council) to be available on most working days in order to carry out normal duties. Employees in positions with a significant travel requirement are

required to provide a replacement vehicle if their usual vehicle is not available over an extended period.

Other information

The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post. There is a DBS requirement for the post. For (SWQ) posts there is a requirement to be registered with Social Work England.

Context statement prepared by:			
Manager		Date	