

Job Profile

Deputy Team Manager – Early Help

Grade: J

Date created: January 2025

About the Job - To support the effective decision making for vulnerable children and their families within Gloucestershire's Multi-Agency Safeguarding Hub. The position holder will be responsible for decisions relating to Early Help responses for children and young people with additional needs, ensuring they are provided with timely and effective services/support to meet their identified needs.

This is what we need you to do...

- Assist the Manager in undertaking appropriate and consistent decision making in relation to Early Help and the Gloucestershire Levels of Intervention across the County to ensure the correct service is delivered to the right child at the right time.
- Provide management oversight on cases which evidences understanding of risk.
- Demonstrate clear decision making, and problem solving to ensure effective risk management, planning and good outcomes for children and their families and ensure all decision making is recorded on the child's file.
- At all times ensure that priority is given to support, promote and safeguard the welfare of children and young people and vulnerable adults.
- Work alongside the manager to effectively manage the requests for support received through the C-spa social work triage to ensure that children and young people's needs are met appropriately within a timely manner.
- Demonstrate effective communication, both with colleagues and the multi-professional team, to achieve good outcomes for children, young people and families.
- Provide appropriate support, supervision, performance management through line management arrangements to ensure the delivery of effective, safe and child focussed services to children and young people.
- Effectively promote high professional standards and best practice informed by research: ensuring that appropriate decisions are made for all children and young people..
- Assist the Manager in monitoring the performance of the team including active involvement in the quality assurance framework to continually assess, understand and develop practice..
- Support the Manager in implementing continuous improvement through active involvement in service development.
- Keep up to date with government guidance and legislation and the implications for practice.
- Promoting the vision, strategic aims and objectives of the Multi-Agency Safeguarding Hub, Early Help and wider children's services by working in partnership with other agencies to provide excellent practice.
- Ensuring effective use of information sharing across Children's Services and with key stakeholders and agencies across the wider partnership.

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

The ideal candidate will have...

Experience

- Extensive experience of working with children, young people, families and communities and delivering a wide range of family support interventions within early help and statutory services.
- Experience of whole family working and the Family Intervention Model.
- Experience of undertaking whole family assessments and working with multi-agency assessments and plans.
- Experience of facilitating evidence based parenting programmes.
- Experience and understanding of effective multi agency working to achieve positive outcomes for children/young people and their families.
- Experience of mentoring and/or supervising work of others including the ability to use knowledge and skills to inform, advise and inspire other less experienced colleagues or other professionals.

Knowledge, Skills and Understanding

- Working knowledge of child protection and relevant legislation.
- Knowledge and understanding of key policies, legislation and processes in relation to Early Help and Children's Social Care.
- Demonstrates an ability to make clear, well reasoned and evidence based decisions.
- Ability to manage, delegate and prioritise.
- Demonstrate excellent written and verbal communication skills, including the ability to communicate effectively with colleagues and stakeholders.

- Demonstrate the ability to work effectively within a multi-disciplinary and interagency setting to achieve required objectives.
- Understanding of evidenced based practice and the ability to apply this to inform practice.
- Knowledge of the services available to families across public, private and third sector and the ability to access new information on these services.

Behavioural attributes

- Demonstrates Gloucestershire Leader/Employee Behaviours ensuring high levels of motivation. Leading by example and demonstrating drive, enthusiasm and commitment.
- Demonstrate adaptability, flexibility and transferable skills, with evidence of how to apply this.
- Demonstrate a positive approach to change and show an ability to lead others.
- Recognises the importance of developing network and communication opportunities between staff and partners and monitors and takes remedial action to strengthen relationships.
- Identifies and provides opportunities for building a culture of continuous improvement where individuals and teams seek to improve services delivered to both internal and external customers.

Education & Qualifications

Essential

- Academic qualifications to degree level or equivalent professional qualification relevant to the field of Children, Young People and Families.
- Minimum of 5 complete year's relevant experience working in/across Children's Social Care and Early Help delivering direct interventions to children and families.
- Competent IT skills.

Desirable

- Level 5 or equivalent qualification in Leadership and Management

Special Conditions

- This position is subject to an enhanced Disclosure and Barring Check, and you will be asked to apply for a Disclosure Certificate if you are offered the position.
- This position is subject to a Non-Police Personnel Level 2 (Abbreviated) Security Vetting.
- The nature of this post requires flexibility to meet urgent work needs as they arise.
- The post holder must hold a clear and valid driving licence or have the ability to travel around the County in a timely way.