

Job Profile

Team Leader (Specialist Intervention/Early Intervention & Community)

Grade: 10 JE ID

Date reviewed: May 2026

About the Job

A Team Leader (Specialist Intervention/ Early Intervention & Community) is responsible for managing a team of practitioners delivering either evidence-based interventions co-allocated to Family Help Leads, Social Workers or Personal Advisers. Or support to children and families whose needs are coordinated by a lead professional outside of GCC, where their educational needs cannot be met through universal or ordinarily available provision. The Team Leader will ensure children and families with a range of complex and diverse needs receive excellent services which adapt to their needs in line with the remit of that specific service area (eg stability and reunification, edge of care, parenting support, family group decision making, Early Help Coordinators, Outcome coordinators and Community Social workers). The role involves providing day-to-day management, high-quality supervision and professional support to staff, while drawing on strong expertise in the specialist area to assess needs, formulate plans, and determine suitability for interventions. The post holder works collaboratively with other agencies and practitioners to ensure coordinated, effective support, and is accountable for maintaining high standards of practice, delivering positive outcomes, and ensuring services are responsive, timely and of consistently high quality. This may include working within multi-agency teams where you have responsibility for coordinating support and formulation with other partners.

This is what we need you to do...

- To be responsible for overseeing the operational delivery of the specialist intervention team or Early Intervention & Community Team.
- Ensure multi-disciplinary staff are developed and motivated to meet the changing demands of the service in order to deliver a high quality and consistent service to the locality and ensure targets for the service are met
- Lead triage, formulation and advice and guidance to practitioners across the service and community, promoting high quality practice in your area of specialism.
- Ensure all activity is compliant with statutory guidance, legislation and GCC policies and procedures.
- Demonstrate exemplary practice in accordance with the standards of their regulatory bodies (eg Social Work England or Family Rights Group) and the service's practice standards to promote the safety and wellbeing of children and young people in need of support, protection and care.
- Establish an effective and collaborative relationship with other managers and service leaders, to achieve and maintain pace, progress and consistency of practice.
- Together with the service's management, contribute to setting objectives for the service. This will include planning, target setting and establishing standards which reflect agreed good practice, Equal Opportunities policy and legislative requirements and include user involvement at all stages.
- To actively promote the work of the team through meetings and presentations and assist in raising the profile of services to partners (internal and external).
- To establish and maintain effective multi agency partnership links in order to promote an integrated and joined up approach to work with children, young people and their families.
- Manage requests for support and make sound decisions in relation to resource allocation ensuring that decisions are evidence based and in line with statutory legislation and guidance.

- Ensure quality in assessment, monitoring, reviewing and recording takes place ensuring the team is delivering a service in line with Good and Outstanding practice under the OFSTED inspection framework.
- Create a culture of continuous professional development, keeping up to date with government guidance, legislation and evidence-based best practice initiatives within the sector.
- Ensure effective communication to all staff through written information and meetings, day-to-day line management, high quality caseload supervision, agreed appraisal system and staff development plans.
- To ensure reports (and other requirements requested) are completed in a timely manner.
- Manage resources effectively, including budgets, buildings and staffing, and use of resources not provided directly by GCC.
- Analyse and interpret team level data and ensure Family Help services are developed to meet local need.
- Be responsible for the recruitment of staff as required.
- Maintain good employee relations and be involved in staff discipline and grievance issues.

Special Conditions

- This post is subject to an enhanced Disclosure and Barring Service Check and you will be required to apply for a DBS check before being offered the post.
- This post requires working outside of normal office hours at times, including management cover for out-of-hours.
- The post involves travel throughout the County.

The ideal candidate will have:

- Extensive experience of working in areas associated with vulnerable children, young people and their families within a health, education, early years or social care setting.
- Significant expertise in relevant specialist evidence-based interventions.
- Evidence of continuous professional development
- Demonstrable experience of case management and quality assurance.
- Experience of providing high quality case supervision to staff.
- Experience of chairing complex and contentious meetings.
- Experience of managing change.
- Experience of working in multi-agency settings and across agencies.
- Proven experience of engaging partners and working with other professionals to secure successful outcomes of children, young, people and their families.

Knowledge, Skills and Understanding

- Comprehensive working knowledge of relevant legislation as it applies to children, young people and their families.
- Demonstrable ability to instigate change and able to develop service objectives from strategy, ensuring teams are motivated and employee development is linked to service needs.
- Ability to understand the vision and interpret it to develop practical and achievable work plans.
- The ability to manage risk and vulnerability.
- Comprehensive knowledge and experience of the roles and responsibilities of working together with multi-agency/disciplinary partners and professionals
- Excellent interpersonal skills to develop a rapport and build relationships.
- Ability to use a computerised case recording systems (Liquid Logic) and handle data.
- Ability to work within tight timescales, organise workload commitments, manage resources efficiently and deal with competing priorities and fluctuating demands.
- Ability to build and maintain supportive and empathetic relationships, securing people's support and commitment to a course of action or different way of thinking by presenting ideas convincingly and persuasively.
- Commitment to equality and diversity, identifying service strategies to deliver fair and equitable services for users and employees, challenging discriminatory practices and actively managing and promoting diversity.
- Good knowledge and understanding of assessment and evidence informed interventions relating to children, young people and their families.
- Understanding of key agency processes within health, education and social care as they pertain to the delivery of services and statutory intervention in children, young people and their family's lives.

- Excellent communication, negotiation, consultation and influencing skills tailored to meet the needs of a wide range of audiences and stakeholders.

Qualities and behavioural attributes

- ✓ Demonstrates Gloucestershire Leader/Employee Behaviours.
- ✓ Commitment to own personal and professional development.
- ✓ Commitment to the professional development of the team.
- ✓ Sets high standards for self and others.
- ✓ Forms positive and mutually supportive professional networks.
- ✓ Clarity in decision making, based on a model that weighs all relevant factors.
- ✓ Emotional intelligence.
- ✓ Highly organised, able to prioritise work and meet challenging deadlines.
- ✓ Able to manage stress and function effectively when under pressure.
- ✓ Demonstrate adaptability, flexibility and transferable skills and carry out any other unspecified duties which may arise from time to time and are consistent with the grade and general characteristics of the role. 4. Able to be emotionally resilient to cope and function effectively when working in a pressurised environment.
- ✓ Able to respond to a changing pattern of demand at work which can be unpredictable and unplanned and will require a shift in priority, pace and focus.
- ✓ Develop and maintain professional relationships at all levels.
- ✓ Take other people's views into account, be an active listener and challenge inappropriate attitudes and behaviour when necessary.

Essential education requirements and qualifications

- ✓ Educated to Degree level.
- ✓ Qualification in recognised relevant field
- ✓ Ability to achieve a relevant leadership / management qualification.