



Person Specification

JOB TITLE: Social Work Team Manager

REPORTS TO: GLF's social work director (North London)

Experience

Essential

- A minimum of three years experience of Children and Family Social Work
- Experience of working in a multi-cultural context
- Experience of direct work with children and young people

Desirable

- Experience of Staff supervision
- Full driving licence with willingness to use car for work
- Experience of training or developing foster carers or other staff acting as a resource for children and young people in need
- Experience of statutory social work with children looked after by the local authority
- Experience of formulating and developing social work policy and procedures.
- Experience of creative thinking in developing ways of meeting the support needs of carers and the care needs of children and young people placed with the agency
- Experience of negotiating with local authorities
- Experience of supervising foster carers

Skills and Abilities

Essential

- Leadership skills
- Ability to develop other people
- Excellent verbal and written communication skills
- Ability to work in partnership with foster carers, parents, employing agency, children's social workers and other professional agencies
- Ability to work under own initiative, planning, managing and reviewing own workload and that of team members
- Willingness to work in a very flexible way, in order to be accessible and speedy in response to foster carer's needs
- Ability to use computer for word processing to produce reports and to use e-mail to communicate with the agency.
- Ability to prioritise

Knowledge

Essential

- A thorough knowledge of children's legislation including the Children Act 1989 and associated guidance and regulations relevant to looked after children in foster care
- Knowledge of the responsibilities of local authorities in relation to looked after children and foster care
- Knowledge of the National Minimum Standards and Fostering Regulations 2002
- Understanding of effective team work.

Education and Training

Essential

- A recognised social work qualification (Dip SW or equivalent) and GSCC registration
- In service training relevant to looked after children
- In service training relevant to foster care
- In service training relevant to direct work with children and young people

Desirable

- Management and supervisory qualification and training

Special Job Requirements

Essential

- Highly motivated to deliver a high quality fostering service in a positive and enthusiastic way
- Willingness to work in extremely flexible way in order to be responsive and available for foster needs. This will involve evening and weekend availability.
- Willingness to travel in the most efficient and cost-effective manner

Desirable

- Full driving licence with willingness to use car for work

Equal Opportunities

Essential

- Ability to demonstrate a commitment to equal access policies
- Knowledge of equal access service delivery
- Knowledge of the implication of race, racial origin, culture and linguistic background for childcare practice

- Knowledge and understanding of work with children with disabilities