

JOB DESCRIPTION

POST TITLE:	Deputy Team Manager, Social Worker
GRADE:	11
DIVISION / UNIT:	Children's and Adults Services
DEPARTMENT:	Adult Services
REPORTS TO:	Team Manager

PURPOSE OF THE JOB

To deputise to the team manager by providing leadership and professional guidance to a team of social care practitioners. To promote the delivery of a high quality, comprehensive, integrated, strength based and person centred social work service within Southwark's Practice Framework. To function as a role model and expert practitioner within the team.

To oversee and offer excellent social work practice, including assessing need, support planning and working purposefully with individuals, their families, support networks and other professionals to safeguard Adults and their carers, whilst promoting positive outcomes. To promote the delivery of a social work service which is both strength-based and responsive to the needs of adults, their families and social networks in a timely manner and within statutory guidelines. To promote, lead and oversee the development of excellent and confident practitioners.

PRINCIPAL ACCOUNTABILITIES

1. To be responsible, with the Team Manager, for the provision of a comprehensive and effective social work and occupational therapy service in accordance with current legislation, guidance, council policy and best practice.
2. To manage, supervise and mentor a cohort of social care practitioners which may include workers from different professional backgrounds and levels of experience.
3. To coordinate induction programmes, monitor performance and set objectives that ensure Southwark's statutory responsibilities are met.
4. To support the team manager in managing individual and team performance.
5. To act as an expert practitioner within the service, representing their profession effectively by providing oversight, guidance and support to colleagues promoting safe decision making and good clinical reasoning.

6. To ensure those accessing the service, including families and carers, are at the centre of decision making.
7. To promote a strength based and person centred approach to assessment and support planning in accordance with statutory frameworks and timeframes.
8. To promote, develop and sustain cohesive working relationships with other professionals, partner organisations and external agencies to ensure continuity of quality of care.
9. To ensure that safeguarding is a key priority and that effective systems and processes are in place to prevent, remove or minimise the risk of harm, neglect and abuse.
10. To take responsibility for the management and development of specific areas of service, including improvements in delivery, determination of priorities, service team plans and implementation of new practice initiatives.
11. To undertake any other duties appropriate to the post and grade.

JOB CONTEXT

Southwark council is committed to supporting vulnerable adults to achieve independence and social inclusion via personal budgets, self-directed support, and provision of suitable accommodation. The post holder is expected to provide a proactive approach which encompasses these goals and sets out to achieve these aims.

The post holder will be expected to expand their specialist knowledge and skill relating to:

- Assessment and Support Planning
- Safeguarding / Risk Assessments
- Resources and procedures
- Reflective practice and supervision
- Data analysis

Contacts

To be in contact with officers of the Social Services, Health and other departments including Law and Administration, representatives from statutory and independent agencies and local community group, including groups representing the black and ethnic communities. Contact would involve: joint working, problem solving, developing and maintaining information links.

Grade/Conditions of Service

Grade 11

Financial Responsibilities

The post holder will work alongside the team manager and must be aware of the need to work within a tightly controlled budget to monitor expenditure.

General

The post holder is required to carry out duties and responsibilities of the post in accordance with the Councils' policies and procedures and standing orders.

Health & Safety

The post holder is required to carry out duties and responsibilities in accordance with the Council's Health and Safety Policy, and Health and Safety legislation.

Regulatory Activities

This post required **ENHANCED** DBS clearance.

The employment is subject to a probationary period of twenty six weeks from your start date of employment with Southwark Council, during which time you will be required to demonstrate to the council's satisfaction your suitability for the position in which you are employed.

PERSON SPECIFICATION

The person specification is a picture of skills, knowledge and experience required to carry out the job.

	Essential (E)	How assessed (S/ I/ T)
Knowledge, including educational qualifications:		
1. Qualified Social Worker with Social Work England Registration and evidence of continued professional development	E	S
2. Knowledge of current and proposed legislation, policy and guidance in relation to adults, including safeguarding, mental capacity and Deprivation of Liberty.	E	S, I
3. Knowledge of the principles of equal opportunities, anti-discriminatory and anti-oppressive practice in assessment and the provision of services	E	S, I
4. Qualified Approved Mental Health Professional (AMHP) / Approved Mental Capacity Professional (AMCP) or Best Interest Assessor (BIA) or willingness to train	E	S
5. Knowledge of budget management and financial contexts of adult social care	E	I
Experience:		
6. Experience of working in a multi-disciplinary team and with multiple agencies to facilitate holistic assessments and working collaboratively to support people to achieve their goals and maximise their independence	E	S, I
7. Experience of effectively managing complex, high risk or high profile cases, including undertaking safeguarding adult's investigations, mental capacity and deprivation of liberty	E	S, I
8. Demonstrate sound clinical reasoning, decision making, problem solving and risk management in agreeing complex interventions	E	I
9. Experience of supervising and supporting other staff members and students	E	I
Aptitudes, Skills & Competencies:		
10. Able to formulate and provide oversight of assessments/reviews, support plans and interventions that promote the independence and wellbeing of clients	E	I
11. Ability to take responsibility for the professional learning and development of others through supervision, mentoring,	E	I

assessing, research, teaching, leadership and management		
12. Ability to manage a team and work as part of a team. Including the ability to communicate and engage with staff and to co-ordinate their tasks	E	I
13. Ability to communicate effectively and clearly in writing, verbally and through reports. This includes the production of high quality reports with clear recommendations	E	I/T
14. Computer literacy skills at a level to maintain case records within information management systems and produce high quality assessments, reviews and reports	E	I/T
15. To demonstrate the abilities of self-motivation, commitment and promote the role of Social Care to other agencies, effecting positive change	E	I
16. Ability to understand and use the supervisory process and reflective practice	E	I/T
Special Conditions of Recruitment:		
Comply with and promote the Council's Equal opportunities policy Must hold a recognised social work qualification. Must have a current registration with Social Work England. A satisfactory Disclosure and Barring Service (DBS) check at an enhanced level. Occasional requirements to work evenings and weekend.		

Key:

E	Essential	S	Shortlisting criteria
D	Desirable	I	evaluated at interview
		T	Subject to test