



THE VALE OF GLAMORGAN COUNCIL

PERSON SPECIFICATION

POST NO:	V-CS-PP001	DESIGNATION:	TEAM MANAGER – PLACEMENTS AND PERMANENCY	DEPARTMENT:	SOCIAL SERVICES
SECTION:	CHILDREN AND YOUNG PEOPLE SERVICES	COMPLETED BY:	HEAD OF SERVICE	DATE:	NOVEMBER 2014

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
1. EXPERIENCE	<ul style="list-style-type: none"> • Experience of undertaking/supervising complex assessments (including Form F's and PAR's) and court/statutory child care duties. • Experience of recruiting and supervising foster carers. • Supervision of others. • Experience of successful management of staff. • Management of resources within budget. • Experience of performance management. 	<ul style="list-style-type: none"> • Experience of training and facilitating groups. 	Application Form Documents
2. KNOWLEDGE	<ul style="list-style-type: none"> ▪ Principles of relevant legislation including the Social Services and Well-being (Wales) Act. ▪ Fostering Regulations. ▪ Guidance and National Standards. ▪ Safeguarding, child protection and risk assessment. ▪ Child development. 		Interview

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
	<ul style="list-style-type: none"> ▪ Different types of Social Work intervention. • Disability issues including an understanding of the effects on families. • User involvement and participation. 		
3. SKILLS AND APTITUDES	<ul style="list-style-type: none"> • Ability to manage, motivate and supervise staff. • Ability to manage budgets. • Ability to positively manage change. • Ability to communicate clearly and effectively, verbally and in writing. • Ability to collate and present information. • Ability to chair meetings. • Ability to organise, plan work and set priorities. • Ability to make decisions in a timely, logical and considered manner. • Ability to work on own initiative and to take responsibility for decisions. • Ability to analyse and evaluate information. • Ability to liaise and negotiate with individuals, professionals and agencies. • Ability to work as a member of a team. • Ability to work flexibly and under pressure. 	<ul style="list-style-type: none"> • Advanced level of competency in one or more areas of practice. • Ability to communicate through the medium of Welsh. 	Application Form Interview References
4. QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> • A good standard of general education. • A recognised Degree/Diploma or equivalent qualification in Social Work i.e. Degree, DipSW, CQSW etc. • Management qualification • Registration with the Care Council. • Three years post qualifying experience. 		Application Form Documents
5. ATTITUDE AND MOTIVATION	<ul style="list-style-type: none"> • Motivation and enthusiasm for the role and responsibilities and an understanding of the tasks required. • Commitment to Equal Opportunities and Anti-Discriminatory 		Application Form Interview

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
	Practice.		
6. OTHER (PLEASE SPECIFY)	<ul style="list-style-type: none"> ▪ A willingness to be professionally supervised and an understanding of the importance of supervision. ▪ A willingness to work flexible hours as may be required to meet the needs of the service. ▪ A full, valid driving licence and use of a car with appropriate insurance. ▪ Ability to drive/travel throughout the Vale of Glamorgan or between locations as appropriate. 		Application Form Interview Documents