

JOB DESCRIPTION

Job Title	Senior Professional Team Leader - Family Intervention		
Directorate	Children & Family Services		
Reporting to	Service Manager – Operational Manager		
Grade	9		
Evaluation ref:	AG1001	Job ref:	Family
Role purpose			
<p>The SPTL will supervise Professional Practitioners and Family Intervention Workers with a varied caseload of complex children, young people and their families across levels 3 and 4 of the Effective Support for Children and Families in Somerset threshold document. This could be up to 8 FTE staff.</p> <p>The SPTL will deliver best value for money in organising services including case allocation and travel costs and will offer day to day supervision and oversight to staff undertaking NVQ qualifications and to students undertaking learning placements within the team.</p>			
Responsibilities			
<ol style="list-style-type: none"> 1. Operate as an advanced/experienced professional and unit manager within Prevention Services. Lead a team of Family Intervention Workers and Professional Practitioners in intensive intervention work including crisis and edge of care work, preventative work resulting from Powers of Police Protection case work and within families where a risk of (re)escalation into statutory services is evident. Work in partnership with and/or allocate staff members to work in partnership with Childrens' Social Care staff to maintain children at home and prevent receptions in to care or act as keyworker or allocate a key worker (case manager) to families at the edge of social care where intervention will prevent escalation and build and maintain best outcomes for families. 2. Have an increased level of autonomy and decision making based on advanced experience and acquired knowledge and training and will often work in conjunction with senior colleagues and report to senior managers on delegated matters. 3. Manage team workloads to ensure that children, young people and their families receive the best possible service from the most suitable practitioner on staff and to ensure that staff have the capacity to provide this level of service consistently and flexibly to meet the needs of children and their families/carers. Ensure an effective staff rota system is in place, to cover core and extended hours as necessary and that Health and Safety requirements are met at evenings and weekends outside of core hours across both the immediate locality and county areas. 			

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4. Manage complex situations using their expert knowledge and skills and where appropriate offer challenge, which will include to other professional partners and agencies in relation to their own practice or understanding.
5. In respect of complex assessment and the creation of intervention plans, will use professional judgment and analysis, following due process to create effective and appropriate plans that recognise and manage risk. Manage the staff team's response to risk and staff anxiety to prevent inappropriate escalation of needs.
6. Work with other managers/supervisors to monitor and manage staff performance, aiming for excellence in practice, by using data, reflective and reflexive supervision, appraisal and performance processes where required to secure staff development. Take appropriate managerial action in matters of sickness, capability or disciplinary issues.
7. Engage with senior managers in case file and specific issue audits to ensure children and young people are safeguarded and that assessment, planning, intervention and review / closure is clear, pertinent, well-evidenced and recorded in a timely manner and that team plans are put in place, monitored and amended as necessary for any identified learning needs (either team or individual) post audit.
8. Ensure the dissemination and acquisition of learning and advanced practice to less experienced staff and students and develop co-working and mentoring activities to ensure the sharing of expertise within the team and within the wider service.
9. Take a lead role in ensuring that the Council complies with relevant statutory, safeguarding, protection, welfare and safety requirements and obligations. Where required prepares and presents reports to Courts, Panels and Review bodies according to National Standards and protocols. Co-ordinate, chair or act as an independent officer in a multi-agency setting.
10. Work in a multi-agency setting to ensure that issues of multi-agency policy and practice are discussed, understood and acted upon. Participate/contribute to the development of multi-agency practice and ensure where appropriate the participation of children, young people and their families in planning and review processes and that their views are accurately presented and taken into account. Ensure the multi-agency partnerships around vulnerable children and young people are working effectively and holistically to ensure best outcomes for the child(ren) or young person.
11. Work alongside senior managers in the recruitment processes, ensuring team developments and needs are factored in to staff selection to promote continuous team/service development.

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12. Work alongside the Strategic Manager - Operations – Prevention and YOS in developing and rolling out an extended hours Rapid Response service to maintain children and young people over the age of ten at home or in other agreed accommodation at times of crisis, and to ensure the developed service is satisfactorily and safely staffed and able to meet changes in pattern and volume of need.
13. Act as an on-call manager for county prevention services, as a first point of call for staff working out of hours.
14. Work alongside the Prevention Senior Management team in managing countywide, specialist support services delivering externally funded contracts. Participate in service planning in an inter-agency environment, the deployment of staff and budget management, promotion, marketing, recruitment, development and suitability assessment.

Impact

The Family Intervention Team has a county wide role, aiming to prevent receptions in to care, support the reintegration of children back into their home and help families build sustainable self-resilience to prevent the need for statutory intervention. As such, the FIT provides both short term, time limited interventions and an ongoing intervention service which can operate for a maximum 12-month period, but which aims to equip families to become self-reliant through an intensive period of support.

This will be achieved by designing bespoke intervention packages for children, young people and their families/carers which feature a solution focussed and strength-based approach, but which do not lose sight of risks in the case.

Knowledge / Experience / Skills

	Essential	Desirable	
Knowledge			
Good understanding and ability to develop and implement effective performance management and quality assurance frameworks.	E		
Knowledge and understanding of implementing equality and diversity in service delivery.	E		
An understanding and commitment to effective customer and community engagement leading to service redesign and change management.	E		
Good understanding of family functioning in relation to adolescent development, attachment theory and conflict resolution practices.	E		

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Understanding of budgetary restraints and ability to find 'work around' solutions.		D	
Experience			
Demonstrable experience of partnership working with other agencies and professional colleagues	E		
Strong evidence of undertaking holistic assessment of family and adolescent needs to help identify how outcomes can be achieved, ensuring that assessments and intervention plans fully reflect young person and family views and aspirations.	E		
Evidence of applying a solutions focused approach and proving practical advice and support to families and adolescent children to enable them to achieve and sustain positive outcomes.	E		
Confidence in making appropriate decisions about case directions and actions required for case workers to be taken to move the case forwards on a day to day basis and have the ability to recognise when key decision regarding risk / concerns need to be discussed / shared with a senior manager.	E		
Evidence of developing creative approaches in driving forwards family work and thinking 'outside the box'.		D	
Qualifications / Registrations / Certifications			
Educated to Degree level or equivalent qualification such as NVQ Level 6 in a relevant thematic area (such as social work, probation, teaching, psychotherapy, psychology, youth work, health professions, education, domestic abuse, family work. OR Significant experience working with families with multiple and complex needs whilst maintaining an outcomes focus.	E		
Evidence of a commitment to ongoing professional development in their specialist field and to the principles of evidence-based practice.	E		
Skills			
An understanding and commitment to effective customer and community engagement leading to service redesign and change management.	E		
Ability to evidence key staff supervisory skills including reflective and reflexive supervision, staff development and where necessary adherence to capability / disciplinary process.	E		
Ability to work independently and act with appropriate autonomy and to use supervision appropriately for self and others.	E		
Ability in and experience of creating learning environments, where staff strive for continuous professional development.	E		

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Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).	E		
Ability to share extensive generic knowledge around working in families and with adolescents with multiple and complex needs with colleagues and support in case discussions and mentor and guide colleagues with less experience.		D	
Working Conditions			
<ul style="list-style-type: none"> • Flexibility to work evenings and weekends by rota, including Rapid Response overnight provision when required. • Responsible for contributing to the out of hours on call manager rota until 10 pm daily as part of the duty rota management group. • Access to / use of a vehicle is an essential requirement. 			
Working Arrangements			
Somerset Council's dynamic Working Strategy will be applied to this position.			
Corporate Responsibilities			
<ul style="list-style-type: none"> • Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise. • Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all. 			

Date: 29th May 2024