

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Childrens and Family Services / General Fostering
POST:	Team Manager – General Fostering
GRADE OF POST:	GR14
RESPONSIBLE TO:	Group Manager – Provider Services

JOB PURPOSE:

Lead on the overall management of the general fostering service.

Line manage a social work team whose remit includes, recruitment, assessment, supervision, training and support of general foster carers, to include specialist schemes - Support Care, family link, transitional carers and parent and child placements.

Work in collaboration with other managers within the Local and Authorities to drive forward Care Experienced Children strategies.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Operational management of the local authority general fostering service, allocating and prioritising work accordingly.
- Responsible for developing, monitoring and improving the statement of purpose in line with the Local Authorities Fostering Services Regulations of 2018.
- Analyse performance information relating to all aspects of service provision.
- Ensure services are delivered in line with requirements/standards contained in legislation, regulation, local and national guidance.
- Make decisions and judgements about risk of abuse within the agreed management framework.
- Contribute to permanency planning for looked after children and ensuring that the service includes a range of options that will provide security of attachment and continuity of care.
- Contribute to strategic/management meetings and effective multi-disciplinary and multi-agency working.
- Assist the Group Manager - Provider Services in leading on the establishment of the remodelled residential/therapeutic services for children and young people.
- Involve service users and providers in planning and designing services.

- Manage staff and undertaking supervision and appraisals in accordance with BCBC policy. Manage poor performance within the Human Resources policy and procedural framework.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

CRIMINAL RECORDS CHECK (WHERE APPLICABLE)

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Team Manager – General Fostering

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation / Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • A Social Work qualification approved by Social Care Wales. • Registration with Social Care Wales • Postgraduate Certificate in Managing Practice Quality in Social Care , or as a predecessor to the post graduate certificate the NVQ 4 Management (Assessed in a Social Care setting). 	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Production of original Qualification Certificates and application form.</p>
Knowledge & Experience	<ul style="list-style-type: none"> • Thorough knowledge of current Social Services legislation Children Act 1989 & 2004, Social Services and Well Being Act (Wales) 2014 and Local Authority Fostering Service Wales regulations 2018 and Code of Practice. • Knowledge of internal and external procedures and regulations relating to the management of Social services e.g. budgeting and other financial procedures, personnel procedures and contracting procedures. • Knowledge of assessment/care management procedures and arrangements for the delivery of Social Services. • Post Qualification experience of working in a Child and Family setting. 	<p>Yes</p> <p>Yes</p>	<p>Interview, application form and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation / Testing
Knowledge & Experience (continued)	<ul style="list-style-type: none"> • Post qualification experience of working in/with a fostering service. 		
Skills & Personal Qualities	<ul style="list-style-type: none"> • Ability to form constructive working relationships with colleagues. • Ability to communicate clearly and effectively. • Ability to demonstrate good organisational skills. • Good IT skills. • Ability to think clearly. • Ability to work flexibly and proactively. • Ability to be independently mobile within a geographical area, drivers licence. • The ability to communicate through the medium of Welsh. 	Yes	Interview, application form, and selection process.