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**JOB DESCRIPTION**

**Role:** Fostering Team Manager

**Reports To:** Head of Fostering

**Hours of Work:** 37.5

**Supervisory Responsibilities:** Yes

**Travel Required:** Yes

**MAIN PURPOSE OF ROLE:**

* To contribute to the Fostering Service in delivering the overarching strategic plan for Compass.
* To lead, motivate and guide a team of social care practitioners in ensuring that we provide outstanding care and the best possible outcomes for our children and child protection and safeguarding principles are embedded in practice.
* To work within legal and regulatory standards and requirements and ensure that the team’s practice is of a consistent high quality, reflective, evidence based, documented and quality assured.
* To deliver operational excellence and financial performance of the business whilst safeguarding children and young people by exceeding regulatory standards and requirements; ensuring that the overarching quality assurance systems are embedded and adhered to across the service.

**KEY RESPONSIBILITIES:**

* To operate in accordance with relevant childcare and fostering legislation and ensure that all service delivery within the agency exceeds the national minimum standards.
* To support the HOF and wider team in delivering successful internal and external inspections in the capacity of their role as Registered Manager.
* Lead by example with integrity, sustain wide, current knowledge and understanding of social work practice and broader child protection issues, working in line with organisational safeguarding policies and procedures.
* Drive the shared vision which inspires, motivates and encapsulates the organisations commitment to provide outstanding care and outcomes for children, throughout the organisation so that it is applied to everyday practice. Working in partnership with the Head of Fostering, continuously evaluate how best to keep the vision a reality, identify what needs to change and build upon existing strengths.
* Support the culture in which excellent practice is expected and celebrated; critical incidents are used as a way to learn, improve practice and hold poor practice to account.
* Uphold high quality practice standard, instilling a strong sense of accountability in staff for the impact of their work on the lives of children.
* Help to maintain a safe, calm and well-ordered environment for all staff, and ensure that the practice system is developed ensuring that processes and methods of recording and well established, fit for purpose and efficient and of a high quality, addressing early signs of difficulties.
* Drive a culture of constant reflective practice, remain inquisitive and challenge thinking and decision making with the best outcomes for children at the centre.
* Continually review the quality of front line practice, provide sufficient organisational, professional and personal support to ensure the wellbeing of practitioners so that they can provide excellent practice for children.
* Support delivery of the organisational strategy in a forward-thinking and innovative way ensuring that targets and key performance indicators are achieved and exceeded in line with the regional business plan.
* Support the local customer engagement strategy with local authorities, commissioning groups and other external and internal stakeholders in the region in order to generate new revenue streams and develop existing ones further.
* Attend and facilitate monthly Performance and Development Review meetings and providing information to the Operations Board as required.
* Fully embed recording processes, provide the full analysis underpinning decisions, making sure the rationale for why and how decisions have been made is comprehensive and well expressed.
* Working in line with the regional business plan to recruit and maintain effective engagement and retention of staff, foster carers and the young people and children in our care.
* Recognise the strengths and development needs of practitioners, and use practice observation, reflection and feedback mechanisms, including the views of children and carers, to develop practice. Develop a culture of learning and improvement, where staff are sufficiently stretched and mentored to meet their aspirations.
* Respond effectively and proactively to complaints and concerns, creating learning opportunities for self, staff and the organisation.
* Ensure compliance with Social Work England to retain job title and registration.
* To provide highly effective quality Management support for the business/region’s on call rota

**PERSONAL SPECIFICATION – ROLE SPECIFIC**

* Social Work Degree or equivalent Social Work Qualification.
* Significant post graduate experience.
* Membership of relevant professional body.
* Four years SSW experience preferably within the IFP sector.
* Proven track record of delivering results including improvements to service.
* Excellent knowledge of childcare legislation; specifically the Regulations and Standards for Fostering.
* Successful management of large budgets / operations operating within financial constraints and / or competing priorities.
* Understanding of Health and Safety legislation and their role in protecting the health, safety and wellbeing of colleagues and others.

**PERSONAL SPECIFICATION – Manager**

**Leadership**

* Is visible, approachable and earns respect; inspires and motivates others, building high performing teams.
* Demonstrates the high standards of integrity, honesty and fairness expected; carries forward decisions of the management team.

**Delivery of Results**

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| * Deliver an efficient, effective and high-quality service to stakeholders and external regulators; * To support and manage a service which fulfils the organisations business objectives and performance targets; * Apply a proportionate and ethical approach to the exercise of authority, which develops and maintains relationships with carers and professionals and ensures the protection of children. * Communicating targets to relevant stakeholders and performance.   **Personal Effectiveness**   * Is aware of personal strengths and weaknesses and their impact on others with ability to take a firm stance when a situation warrants it; * Pursues adopted strategies with energy and commitment, managing own time well to meet competing priorities; * Adapts quickly and is flexible to new demands and changes.   **Expertise**   * Has in-depth knowledge and experience related to the service and knows when and how to find and use sources of expertise, within and outside the group; * Understands the environment within which the group evolves, including regulatory frameworks and applies best practices from other sectors and organisations; * Understands how policy impacts on operations, staff and others who may be involved with the group.   **Intellect and Judgement**   * Generates original ideas with practical applications and encourages creative thinking by others; * Defends logic of own position but also responds positively to reasoned alternatives; * Delegates decisions appropriately.   **Emotional Intelligence**   * Able to sense what other people are feeling and able to express own feelings; * Knowing what we are thinking and feeling, how this makes us behave and understand the impact this has on others; * Being able to handle our feelings in ways that are safe and respectful to ourselves and other people; * Demonstrate a high level of resilience within pressured environments, be attuned to the effect of high emotion and stress and respond in calm, measured and pragmatic ways. * Being able to support other people through emotional difficulties. |  |

**Managing Change**

* Encourages innovation and positive change in services;
* Exhibits ability to manage change constructively;
* Effectively communicates the reason / need for change, involving others in the process and assessing the impact of change.

The details contained in this Job Description is not an exhaustive list of duties and you will be expected to perform different duties commensurate with the level of the post as required by the organisation and the overall objectives of the group. The nature of the agency business means that tasks and responsibilities are sometimes unpredictable therefore colleagues are expected to work flexibly when the occasion arises. Travel is expected as part of this role including travel to other Compass Community offices.

**March 2022**