



Team Leader - Building Your Futures (Children we Care for)

Salary: Band 12, **£50,787 to £54,999** per annum plus Market Supplement of £2,500 per annum

Hours: **Full time** (37 hours per week)

Contract: **Permanent**

Portsmouth City Council

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. It is also committed to promoting quality childcare across the City that works to improve outcomes for children.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Every post is subject to PCC and Portsmouth Safeguarding Children Partnership safer recruitment procedures.

The Service

Building Your Futures is an aspirational team who are passionate about children and young people's futures. The team are creative, and child focussed and strive for positive outcomes for the children we care for.

The Building Your Futures Team supports children and young people who are looked after in foster care, cared for by connected carers or family, and specialist care, and where there is a plan to support children Going Home (reunification). The team work alongside a wide range of professionals and multi-agencies to support effective care planning for the children we care for.

What is the Role?

As Team Leader you will be responsible for leading and supporting a dedicated pod of Social Workers. This includes staff development and learning through mentoring, and reflective supervision. Alongside managing performance, data, and absence, you will also encourage your pod of social workers to be creative and solution focused in responding to individual needs. We believe strongly in involving children and young people in all aspects of their care plans and the services we provide to meet their care needs.

The role also includes supporting the ongoing development of the Going Home pathway and monitoring of children's plans to ensure permanence is a key feature, alongside monitoring transitions for young people reaching adulthood.

You will act as duty manager on a rota and be responsible for chairing meetings, quality assuring and supporting assessments of risk and need. You will be required to attend working groups to represent Building Your Futures service.

What you'll need to succeed.

You need to:

1. Have a Diploma or Degree in social work and be registered with Social Work England. Evidence of post qualifying experience would be an advantage.
2. Be passionate about working with young people and motivated to achieve good outcomes for children and young people. Be curious, creative and solution focused.
3. Work effectively as part of the Service and liaise professionally with a range of key stakeholders including children, families, colleagues, other professionals and senior managers
4. Have experience of managing staff or students and be able to support staff to grow and learn through the use of reflective supervision.
5. Have the ability to support and challenge their supervisees appropriately to ensure standards of practice are maintained.
6. Be able to problem solve when dealing with a variety of challenges and demonstrate confidence in working within agreed timescales.
7. Contribute to the process of staff development, including workforce development and/or reporting to the Service Leader about capability and disciplinary matters.
8. Have good organisational, leadership and communication skills, including proficient use of ICT and ability to produce high quality analysis.
9. Contribute to service development and lead on specific projects as directed by the Service Leader
10. Be someone who is able to organise their own time and prioritise conflicting demands.
11. Be a person who wants to be part of the team and actively encourages inter team support.
12. Be able to take responsibility for your own learning and evidence effective professional development, whilst supporting others to develop and be reflective and resilient in their practice.
13. Have a solid understand of law, theory and statutory guidance relating to children who we care for and care experienced young adults.
14. Have substantial post qualifying experience working within children and families social work.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.