

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Service Lead (Systemic and Workforce)	Grade: MG2
Section: Children's Social Care	Directorate: Wandsworth Children's Services
Responsible to following manager: Assistant Director (Practice Standards and Principal Social Worker)	Responsible for following staff: <ul style="list-style-type: none"> • X 4 Family and Systemic Psychotherapists • X 1 Social Care Academy Team Manager • X1 Wandsworth LINKs Team Manager
Post Number/s:	Last review date: April 2024

Working for the Richmond/Wandsworth Shared Staffing Arrangement

This is a leadership role working specifically for Wandsworth Children's services although the post holder will be employed under the terms and conditions of the Shared Service Agreement. The role requires a high level of responsiveness to the needs and expectations of Wandsworth Council.

In order to succeed at this level, a high level of drive, stamina and political sensitivity are required, along with the ability to thrive within a complex environment, foster effective teamwork, ensure others achieve their maximum contribution and set standards for continuous improvement.

Job Purpose

The key purpose of this role is to lead on effective delivery of systemic ideas and practices into all aspects of service delivery within children's social care with strategic and operational responsibility for the Social Care Academy and workforce development, and leadership of Wandsworth LINKs service which provides innovative group work for families, FGCs and Lifelong LINKs.

The aim of this service delivery is to both support the improvement of practice with children and families, reducing and preventing the need for children to come into the care of the local authority and supporting safe return home; as well as developing the skills and development needs of the workforce to ensure practitioners, managers and

leaders are equipped with the right values, skills and knowledge to support best practice with children and families.

This postholder will undertake work directly with children, families, and their networks, remaining close to practice in your leadership role. They will hold high practice standards, ensure these are adhered to and have a key role in improving practice quality through the utilisation of evidence-based research and methodologies to demonstrate effectiveness and impact in practice.

This post has responsibility for the supervision of Family and Systemic Psychotherapists, and two Practice Leads in the Social Care Academy and Wandsworth LINKs. Key aspects of the role are to drive practice improvement and ensure effective performance management of the service to ensure improved outcomes for children and young people.

Specific Duties and Responsibilities

1. To provide leadership for the service based on a clear vision for the service, clarity of standards and outcomes to be achieved.
2. To have responsibility for development, planning and delivery of a systemic service and the embedding of systemic ideas and practices into all aspects of Children's Social Care.
3. To have lead responsibility for workforce training and development for the Children's Services Directorate; including close working with the Wandsworth Safeguarding Children's Partnership and aligned multi-agency training and development programme.
4. To provide high quality reflective professional supervision and appraisal to direct reports which results in consistent high standards of work across the Service and assure the quality and effectiveness of supervision provided to staff and support their CPD.
5. To drive and improve upon the Systemic Social Work practice approach in Wandsworth with partners and colleagues.
6. To work closely with the Quality Assurance Service Lead, to close the loop between quality assurance and practice improvement.
7. To ensure that services are rigorously evaluated in terms of quality and outcomes and that they continuously improve and are provided in response to children's and young people's needs. Promote a learning culture in the organisation.
8. To coordinate workforce development activities, including workforce recruitment and retention

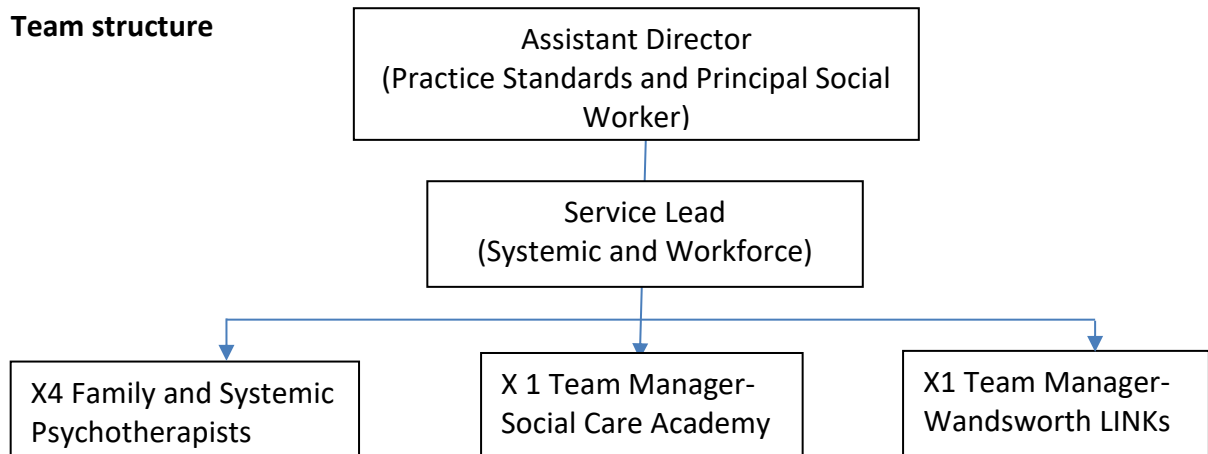
9. To have lead responsibility for FGCs and Lifelong Links.
10. To lead, coordinate and ensure delivery of a parenting group work offer, including those affected by domestic abuse.
11. To ensure that key relationships and business processes are in place to improve outcomes for children and families.
12. Recruit, support, develop and retain appropriately skilled staff to support and improve the outcomes of children and young people living in the Borough.
13. Ensure the service works in partnership with teams across the directorate.
14. To ensure the service meets both national and local performance and quality indicators in an effective and timely way.
15. To ensure services deliver value for money, within budgets and are evidence-based.
16. To monitor the safeguarding responsibilities, performance, and training of staff.
17. To undertake training including child protection training and constructively take part in meetings, supervision, seminars, and other events designed to improve communication and assist with the effective development of the post and post holder.
18. To plan and manage programmes of change and projects designed to improve service outcomes.
19. Set up systems to ensure that the service responds appropriately to: correspondence, Councillors' or MP's enquiries, complaints, and requests for reports including Committee reports.
20. Be available out of office hours to give advice and guidance to officers in emergencies.
21. To promote a culture of compassionate, kind, transparent and child-focused practice

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.

- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Team structure



Person Specification

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Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across the SSA and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people.	X		A / I
Knowledge of systemic approaches and application within children statutory services.	X		A / I
Knowledge of relevant legislation and statutory guidance, including:	X		A / I

<ul style="list-style-type: none"> ▪ Working Together to Safeguard Children ▪ Care planning regulations, London Safeguarding Children Procedures.			
Knowledge of national policy, strategy and developments regarding children's social care, and areas that impact on children's social care.	X		A / I
Knowledge of relevant theoretical frameworks, practice models and research findings.	X		A / I
Knowledge of "outcomes" concepts, quality assurance methodology and change / project management techniques.	X		A / I
Knowledge of research, government policy and strategy in respect of services for children and young people, including the National Practice Framework and Championing Kinship Care national strategy.	X		A / I
Comprehensive knowledge and understanding of the Children Social Care sector including relevant statutory responsibilities national and local policy agendas and associated workforce training and development requirements.	X		A / I
Demonstrable understanding and application of anti-discriminatory and anti-racist practice.	X		A / I
Able to assess and manage risk associated with complex matters related to casework, financial, policy and strategic decisions using legal advice as appropriate.	X		A / I
Experience	Essential	Desirable	Assessed
Substantial experience of management within children's social care services.	X		A / I
Substantial experience of attending to risks across a child's lifespan, including contextual safeguarding and serious youth violence.	X		A / I
Experience of developing, embedding, evaluating, and managing systemic ideas and practices within a children's social care environment.	X		A / I
Experience of the establishment and development of a clinical team to support this aim.	X		A / I
Substantial experience of the operation of key statutory processes and the operation of child protection procedures.	X		A / I
Experience of developing, embedding, and managing new teams or projects within a children's social care environment.	X		A / I
Experience of delivering best practice in relation to young people who are at risk.	X		A / I
Experience with working with partner agencies to support their understanding of therapeutic approaches, with evidence of collaboration to improve outcomes for children.	X		A / I

Skills	Essential	Desirable	Assessed
Able to provide strong leadership and clear vision; to inspire and motivate staff.	X		A / I
Able to manage individuals and teams through change.	X		A / I
Able to use a broad range of assessment tools and theoretical frameworks.	X		A / I
Able to establish effective partnerships (in terms of strategic planning and operational service development) with statutory and non-statutory organisations and agencies, children, and carers.	X		A / I
Able to manage organisational and practice change and to lead and manage projects effectively and overcome obstacles.	X		A / I
Able to establish, develop and manage effective multi-agency / disciplinary working.	X		A / I
Able to control and forecast budgets and achieve value for money in service planning and delivery.		X	A / I
Good oral and written skills to provide clear and concise messages with the ability to adapt them to enable access and understanding by a wide range of people.	X		A / I
Able to think and plan strategically and analyse complex information and/ situations effectively.	X		A / I
Able to demonstrate initiative, self-motivation, and strong management practice in driving good outcomes and continuous improvement.	X		A / I
Able to lead and manage a large staff group of multi disciplinary professionals and establish an integrated approach to service provision for children and families.	X		A / I
Qualifications	Essential	Desirable	Assessed
Social work qualification and UKCP recognised qualification in family and systemic psychotherapy	X		A / I / C
This post will require registration with Social Work England.	X		A / I / C
Post graduate qualification as a Systemic Supervisor.	X		A / I / C
To have kept up to date with research and best practice, evidenced through substantial professional development.	X		A / I

A – Application form / CV

I – Interview

T – Test

C - Certificate