



ROLE ADVERT

ROLE TITLE: Social Work Team Manager – Community Learning Disability and Independent Living Teams

POST ID: SAS137

GRADE: BAND K SCP 45– SCP 49

HOURS: PERMANENT 37 hours Per Week

LOCATION: Currently covering 2 bases - Abergavenny and Chepstow: this will be subject to change in the near future as the service will be relocating to different premises. Relocation expenses will not be paid if this happens.

PURPOSE OF POST:

A new opportunity has arisen to manage jointly the social work teams for Independent Living (under 65s adults) and Learning Disability. Although currently located in different venues, the successful candidate will lead on bringing the two teams together in a joint base with one philosophy to create one team working with adults with a disability.

Monmouthshire County Council is at the cutting edge of modernising social work practice. It is committed to ensuring that people are enabled to maximise their fullest potential to live as independent a life in the community as possible.

The successful candidate will be expected to work in partnership with community providers from all sectors to ensure the delivery of effective assessment systems, evaluation of existing services, develop alternate community resources and manage the budget spend.

**Should you require any further information regarding this post, please contact:
Clare Morgan, Service Manager Tel: 07770 838419**

Closing Date: 12 noon on Friday 19th December 2014

Please Note that we are not able to accept CV's

Application forms can be completed online or down loaded via:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Completed paper application forms should be returned to the following address:-

Employee Services, Monmouthshire County Council, PO BOX 106,
CALDICOT, NP26 9AN

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. All posts are open to job-share unless stated otherwise.



ROLE PROFILE

ROLE TITLE: Social Work Team Manager – Community Learning Disability and Independent Living Teams
PERMANENT

POST ID: SAS137

GRADE: BAND K SCP 45 – SCP49

HOURS: 37 Per Week

LOCATION: Abergavenny and Chepstow. This will change in the future when the services relocate. Relocation expenses will not be paid if this happens.

RESPONSIBLE TO: Service manager for Learning Disability and Mental Health

Community Learning Disability and Independent Living Teams: Who are we?

we are two separate social work teams providing support and care for disabled adults across Monmouthshire. Although currently located in separate bases, the plan is to unite these teams in a shared base during 2015.

The Community Learning Disability Team (CLDT) is currently based in Abergavenny and is a joint team with the health service. The social work team comprises a senior practitioner social worker, social workers, a social work assistant and Business Support staff. Although the team works predominantly with people with a registered learning disability who are over 18, a lot of emphasis is placed on supporting individuals to make the transition between childhood and adulthood.

The Independent Living Team is currently based in Chepstow. The team comprises social workers, the Direct Payments (Personalisation) and Sensory Impairment Teams. Although the team has no direct interface with the health service, work is ongoing to facilitate this.

Our Purpose:-

We are here to ensure that disabled people are enabled to live as independent and safe a life as they are able in their community

The Purpose of this Role:-

To ensure that:

- Create a highly motivated team who are all passionate about working with Adults with a disability.
- The process of bringing together the teams is completed:
- Staff are suitably able to deliver an effective and consistent service:
- People are kept safe from harm and exploitation but are also enabled to engage in positive risk taking where appropriate:
- Resources are maximised by taking advantage of new opportunities as they arise:
- Further services are developed with partner agencies that maximise people's potential for independent living:
- Staff are fully conversant with, and compliant with, relevant legislation, such as The Social Services and Wellbeing (Wales) Act 2014 and Mental Health Measure 2010

Expectation and Outcomes of this Role:-

We need you to be an effective leader of change. You will be able to demonstrate that you can manage the challenge of this new role and develop a highly motivated team.

You will be an efficient budget manager. You will be able to investigate and challenge the current budget spend and encourage staff to be innovative, creative and explore different ways of meeting identified need.

You will be able to develop a culture where the team are proud, confident, competent and able to work independently and creatively.

Your responsibilities are to:-

- Establish and maintain support systems for practitioners to enable them to provide an effective and consistent service whilst fulfilling their professional development:
- Monitor and improve (where appropriate) individual's performance:
- Work alongside colleagues to identify suitable accommodation for the team:
- Work alongside business support and Directorate accountancy staff to validate budgets:
- Work with partner agencies to identify and develop new services in the community that are both cost effective and meet individual outcomes:
- Work with the POVA Team to ensure that people are kept safe:
- Represent the Local Authority on working groups across the region and nationally:
- Maintain your own professional development:

Here's what we can provide you with:-

- Regular support as required from line manager as well as weekly support from core management team
- Regular formal supervision
- Access to HR for advice and support:
- Autonomy within the role

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

In addition:

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

- To be able to lead and motivate a high performing team.
- See development of people as a key element of leadership.
- Professional qualification in Social Work or equivalent:
- Current registration with the Care Council for Wales:
- Management qualification would be preferable:
- Experience of managing complex change programmes:
- Ability to identify and manage poor performance:
- Collaborative approach to service development and problem solving:
- Experience of developing strategies for re-shaping budgets:
- Commitment to own professional development:
- Experience of chairing complex meetings:
- Ability to manage conflict:
- Experience of identifying service gaps and working proactively to address these:
- A working understanding of the All Wales POVA process:
- An active commitment to anti-discriminatory practice:

**Should you require any further information regarding this post, please contact:
Clare Morgan, Service Manager, Learning Disability and Mental Health
Tel: 07770 838419.**

Closing Date: 12 Noon on 19th December 2014