

ROLE ADVERT

ROLE TITLE: Therapeutic Practice Team Manager, My Support Team - MyST

POST ID: SCS351

GRADE: BAND K SCP 45 – 49 (£40,858 – £44,697)

HOURS: 37 Per Week

LOCATION: Mamhilad Park Estates, Mamhilad, Pontypool, Torfaen which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

WELSH LANGUAGE ASSESSMENT:

Welsh language skills are desirable

SAFEGUARDING:

Safeguarding and Child and Adult Protection are key priorities for the Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. All Council employees and volunteers are responsible for playing their part in the well-being, safety and protection of children and adults at risk. All employees and volunteers will be trained to the appropriate level of safeguarding and have a duty to fulfil their personal responsibilities for safeguarding.

PURPOSE OF POST:

MyST is a therapeutic service for looked-after children with complex needs, who are at risk of being placed in out-of-area residential or institutional care due to their emotional and mental health needs. The purpose of the post is to provide professional leadership and management to a team of multi-disciplinary therapeutic practitioners working across Blaenau Gwent and Monmouthshire. MyST provides a wraparound therapeutic service for 5 - 21 year olds, to bring back into foster care those young people living in residential care and prevent others moving into institutional care. The central purpose of MyST is to improve the psychological wellbeing of children/young people, their relationships with birth family members, their attachments with safe adults, reduce placement disruptions and particularly the risk of out-of-county placement for young people with emotional and behavioural difficulties.

**Should you require any further information regarding this post, please contact:
Jennie Welham / Dr Jael Hill Tel: 01495 764680 or Jane Rodgers Tel:01633 644054**

Closing Date: 12 noon on 15th January 2019. Interviews will take place on 21st January 2019

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

Application forms can be completed online or down loaded via:
www.monmouthshire.gov.uk/how-to-apply-for-council-jobs

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

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

Monmouthshire County Council operates a Smoke Free Workplace policy.

ROLE PROFILE

ROLE TITLE: Therapeutic Practice Team Manager
PERMANENT

POST ID:

GRADE: BAND K SCP – SCP

HOURS: 37 Per Week

LOCATION: Mamhilad Park Estates, Mamhilad, Pontypool, Torfaen which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

RESPONSIBLE TO: Regional Programme Director

WELSH LANGUAGE ASSESSMENT: Welsh language skills are desirable

My Support Team - MyST**Who are we?**

SAFEGUARDING:

Safeguarding and Child and Adult Protection are key priorities for the Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. All Council employees and volunteers are responsible for playing their part in the well-being, safety and protection of children and adults at risk. All employees and volunteers will be trained to the appropriate level of safeguarding and have a duty to fulfil their personal responsibilities for safeguarding.

Our Purpose:-

The MyST service has been established through a partnership between Blaenau Gwent and Monmouthshire County Councils. MyST provides a range of support to the most vulnerable looked after children and young people with the most complex needs who tend to experience multiple foster care placement and other service breakdowns. Their risk taking and challenging behaviours, as well as their significant mental health needs, often exceed the typical resources of Local Authority services. MyST has been established to provide intensive support to such children including the recruitment, training and specialised support of therapeutic foster carers.

The Purpose of this Role:-

To provide professional leadership and management to a team of multi-disciplinary therapeutic practitioners, ensuring the application and maintenance of professional service standards, including case management administered through the effective application of people management policies and practices. To work with external systems and partnerships to ensure that all of the necessary professionals and services are engaged in delivering a holistic service and effective outcomes.

Expectation and Outcomes of this Role:-

You will be expected to lead and manage a multidisciplinary team, ensuring the provision of a responsive, high quality, customer and outcome focused service to

children, young people, their families and partner agencies across Blaenau Gwent and Monmouthshire.

Your responsibilities are to:-

- Lead and manage a multidisciplinary team, ensuring the provision of a responsive, high quality, customer and outcome-focused service to children, young people, families and partner agencies.
- Lead by example, to ensure work auditing processes are in place and regularly applied to support service compliance, employee and contract development. Review, as necessary, service-user processes and the management data obtained from these sources to facilitate compliance and improvement.
- Oversee and directly provide high-quality therapeutic services, delivered to service requirements using relevant legislation, current evidence-based practice regulations, policies and procedures.
- Provide high-quality supervision, advice and guidance to other workers and volunteers.
- Monitor and maintain the provision of services to children, young people and their families, including being responsible for complex cases, managing and overseeing both general and complex cases allocated to other professionals and senior workers, with a view to achieving agreed positive outcomes
- Manage staff and volunteers in accordance with procedures and policies (in particular regular and appropriate supervision), to support their development, work fulfilment and achievement of work targets.
- Undertake assessments, making appropriate recommendations to enable achievement of outcome focused service to meet user needs.
- To manage and participate in an on-call rota to provide therapeutic support and intervention outside of office hrs to our placement based care.
- Ensure management information obtained from case work is duly uploaded into the appropriate database, reporting and commenting on any significant or relevant matters that derive from the reports produced.
- Develop and maintain effective working relationships with external agencies and internal colleagues to ensure the best outcome for service users and their families.
- Take responsibility for the achievement of a high level of professional practice that is outcome-focused and evidence-based, including the ongoing professional development of workers and volunteers.
- Attend meetings with external agencies, demonstrating professionalism and the service core values, in terms of approach, advice and positioning.

- Link with the regional leads and partnerships to ensure effective delivery of the model
- Be committed to personal continuous professional development and the supervision and appraisal process and work to create a culture of learning and development within the service
- Ensure familiarity with reporting requirements and ensure the collation, collation and provision of management information to partner agencies, including statutory returns through the utilisation and maintenance of established systems.
- Achieve the highest standards of safeguarding, whether through direct care provision or support activities to the children and young people who come into contact with the service, or by appropriately reporting concerns about any child or young person.
- Promote equality, inclusion, respect and fairness and where applicable to manage diversity in all areas of planning and service delivery, through an active involvement in implementing equality and diversity policies.
- Commit to promoting and incorporating participation as appropriate to your role.
- To be familiar with and comply with Health & Safety procedures and policy. In the event of any serious risk, take immediate action to reduce this risk and inform line management
- To work cross functionally with other departments and countries to ensure that the service values and strategic objectives are achieved.
- Such other duties that occasionally arise, which fall within the purpose of the post

Here's what we can provide you with:-

- High quality support and supervision
- Opportunities for training and development to develop as a practitioner and a manager
- Opportunities to practice creatively
- The chance to work as part of an exciting, developing service and make a real difference to the lives and life chances of looked after children and their families

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.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

This post is subject to an Enhanced criminal record disclosure check. This will be applied for through the relevant disclosure body depending on the geographic location of role.

Person Specification

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

REQUIREMENTS	WEIGHTING	HOW TESTED
1. EDUCATION/QUALIFICATION/ KNOWLEDGE		
<ul style="list-style-type: none"> • Professional qualification in health, social care, education or youth and community work. • Management qualification • Knowledge and understanding of how children/young people make attachments and the impact of developmental trauma on development • Understanding of children/young people's physical, intellectual, linguistic, social and emotional growth and development, and understanding of how children/young people learn • Demonstrable ability to engage with children, young people, their families and carers • Understanding of how systems / networks can work to support young people/families 	Essential Desirable Essential Essential Essential	Application Form Application Form Application form/Interview Application form/Interview Application form/Interview
2. EXPERIENCE		
<ul style="list-style-type: none"> • Experience of managing teams in a statutory setting • Experience of working therapeutically and delivering psychological and therapeutic approaches to children/young people and families • Experience of work with children/young people with complex emotional needs • Experience of building effective relationships with children/young people and families who might be reluctant to engage. • Working as part of a network around a young person to provide change. • Experience of managing risk in a statutory setting • Experience of working on call or providing support out of hours 	Essential Essential Essential Essential Essential Essential Desirable	Application Form /Interview Application Form / Interview Interview Application Form Interview Application form/Interview Application form/Interview Application form
3. COMMUNICATION/INTERPERSONAL SKILLS		
<ul style="list-style-type: none"> • Ability to engage with children, young people, their families and carers and a wide range of partners and professionals • Excellent communication skills, including understanding the effects of nonverbal communication and the ability to communicate clearly and concisely in the most appropriate way, engage children/young people, their families and carers in situations of high stress and communicate difficult information in a manner which enables it to be heard and understood 	Essential Essential	Application form/Interview Application form/Interview

<ul style="list-style-type: none"> Ability to form, maintain and appropriately end relationships with children, young people, their families and carers and wider partners 	Essential	Application Form/Interview
<ul style="list-style-type: none"> Competent in the use of IT applications appropriate to the role 	Essential	Application form
<ul style="list-style-type: none"> Demonstrate the ability to work within the principles of confidentiality 	Essential	Application form
4. APTITUDE AND SKILLS		
<ul style="list-style-type: none"> Understanding of and commitment to the principles of safeguarding children/young people and ability to safeguard and promote their welfare 	Essential	Application form/Interview
<ul style="list-style-type: none"> Understanding of and ability to support transitions for children and young people 	Essential	Application form/Interview
<ul style="list-style-type: none"> Ability to anticipate and identify problems and work creatively and collaboratively in finding solutions 	Essential	Application form/Interview
<ul style="list-style-type: none"> Evidence of sound judgement and the ability to make well-informed decisions 	Essential	Application form/Interview
<ul style="list-style-type: none"> Emotional resilience and the ability to keep calm when working with risk 	Essential	Interview
<ul style="list-style-type: none"> Self-motivation, initiative, commitment and the ability to prioritise, plan, review and evaluate workloads 	Essential	Application form/Interview
<ul style="list-style-type: none"> Ability to develop a creative approach for continuous improvement through reflection on own practice and behaviour 	Essential	Application form/Interview
<ul style="list-style-type: none"> Contribute to the provision of HR and Social Care by maintaining, updating and applying own professional skills, learning and development and an understanding of sharing information and evidence in relevant practice 	Essential	Application form/Interview
<ul style="list-style-type: none"> Understand and reflect in daily practice an outcomes focused approach to working with children and young people 	Essential	Application form/Interview
<ul style="list-style-type: none"> Commitment to and contributes to team/departmental objectives and decisions 	Essential	Application form/Interview
<ul style="list-style-type: none"> Embraces and shares the service values and vision in working practice and ability to work with others towards shared goals 	Essential Essential	Application form/Interview
<ul style="list-style-type: none"> Ability to work in an open and honest manner in line with organisational values 	Essential	Application form
<ul style="list-style-type: none"> An understanding of how the organisation works, organisational, departmental and service objectives and how own work contributes to meeting relevant business objectives 	Essential	Application form/Interview
<ul style="list-style-type: none"> Ability to keep up to date with research, current practice and changes in the landscape of therapeutic fostering and looked after children 	Essential	Application form/Interview
<ul style="list-style-type: none"> Demonstrate environmental awareness and use resources responsibly 	Essential	Application form
<ul style="list-style-type: none"> Full driving licence and access to a car. Business insurance required 	Essential	Application form
5. EQUAL OPPORTUNITIES		
<ul style="list-style-type: none"> Embrace, and evidence in practice the benefits of 	Essential	Interview

valuing differences and demonstrate an understanding of and commitment to equality, diversity and inclusion and willingness to abide by the Council's Equal Opportunities Policy, including undertaking appropriate equality awareness training		
6. SPECIAL CIRCUMSTANCES		
Appointment to this post will be subject to an Enhanced Disclosure Check with the Criminal Records Bureau	Essential	

**Should you require any further information regarding this post, please contact:
Jennie Welham / Dr Jael Hill Tel: 01495 764680 or Jane Rodgers Tel:01633
644054**

**Closing Date: 12 Noon on 15th January 2019. Interviews will take place on
21st January 2019**

HYSBYSEB SWYDD

TEITL Y RÔL: Rheolwr Tîm Practis Therapiwtig, *My Support Team - MyST*

RHIF ADNABOD Y SWYDD:

GRADD: BAND K SCP 45 – 49 (£40,858 – £44,697)

ORIAU: 37 Yr Wythnos

LLEOLIAD: Ystadau Parc Mamhilad, Mamhilad, Pont-y-pŵl, Torfaen ond gall hyn newid yn y dyfodol os oes angen newid lleoliad y gwasanaeth. Ni thelir treuliau adleoli neu anghyfleustra os yw hyn yn digwydd.

ASESIAD Y GYMRAEG:

Mae sgiliau iaith Gymraeg yn ddymunol.

DIOGELU:

Mae Diogelu ac Amddiffyn Plant ac Oedolion yn flaenoriaethau allweddol i'r Cyngor. Ein nod yw cefnogi plant ac oedolion sydd mewn perygl i fod mor ddiogel ag y gallant ac i gyflawni eu potensial. Mae holl weithwyr a gwirfoddolwyr y Cyngor yn gyfrifol am chwarae rhan yng ngwaith lles, diogelu ac amddiffyn plant ac oedolion sydd mewn perygl. Bydd yr holl weithwyr a gwirfoddolwyr yn cael eu hyfforddi i'r lefel briodol o ddiogelu ac mae ganddynt ddyletswydd i gyflawni eu cyfrifoldebau personol dros ddiogelu.

PWRPAS Y RÔL:

Mae Mhyst yn wasanaeth therapiwtig i blant sydd yn derbyn gofal ag anghenion cymhleth, sydd mewn risg o gael eu gosod mewn sefydliad gofal preswyl neu sefydliadol sydd y tu hwnt i'r ardal, a hynny yn sgil eu hanghenion emosiynol ac iechyd meddwl. Pwrpas y rôl yw darparu arweinyddiaeth broffesiynol a rheoli tîm o ymarferwyr therapiwtig amlddisgyblaethol sydd yn gweithio ar draws Blaenau Gwent a Sir Fynwy. Mae MyST yn darparu gwasanaeth therapiwtig ar ddiwedd a dechrau'r dydd i unigolion rhwng 5 a 21 mlwydd oed, i osod plant a phobl ifanc mewn gofal maeth unwaith eto ar ôl iddynt fod yn byw mewn gofal preswyl ac atal eraill rhag mynd i ofal sefydliadol. Pwrpas canolog MyST yw gwella lles seicolegol plant/pobl ifanc, eu perthynas gyda'u haelodau teuluol genedigol, eu cysylltiadau gyda'r oedolion diogelu, lleihau unrhyw aflonyddu wrth osod plant sydd â thrafferthion emosiynol ac ymddygiad, yn enwedig y risg o osod plant sydd â thrafferthion emosiynol neu ymddygiadol, y tu allan i'r sir.

Os ydych angen unrhyw wybodaeth bellach am y swydd hon, cysylltwch gyda: Jennie Welham / Dr Jael Hill Ffôn: 01495 764680 Jane Rodgers Ffôn:01633 644054

Dyddiad Cau: 12pm ar 15 Ionawr 2019. Bydd cyfweiliadau'n cael eu cynnal ar 21 Ionawr 2019

Gofynnir i chi nodi na allwn dderbyn CV

Gellir llenwi ffurflenni cais ar-lein neu eu lawrlwytho drwy:
<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Gellir cyflwyno ceisiadau yn y Gymraeg ac ni chaiff cais a gyflwynir yn y Gymraeg ei drin yn llai ffafriol na chais a gyflwynir yn Saesneg.

Ar ôl eu llenwi, dylid dychwelyd ffurflenni cais papur i'r cyfeiriad canlynol:
Gwasanaethau Pobl, Cyngor Sir Fynwy, Blwch SP 106,
CIL-Y-COED, NP26 9AN

Caiff penodiad i'r swydd hon ei eithrio o Ddeddf Adsefydlu Troseddwyr ac mae'n amodol ar Wiriad Datgeliad Estynedig.

Mae Cyngor Sir Fynwy yn gyflogwr cyfle cyfartal ac yn croesawu ceisiadau gan bob adran o'r gymuned.

Mae'r holl swyddi'n agored i'w rhannu os na nodir fel arall.

Mae Cyngor Sir Fynwy yn gweithredu polisi Dim Ysmygu yn y Gweithle.

PROFFIL Y RÔL

TEITL Y RÔL: Rheolwr Tîm Practis Therapiwtig, *My Support Team - MyST*
PARHAOL

RHIF ADNABOD Y SWYDD:

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ORIAU: 37 Yr Wythnos

LLEOLIAD: Ystadau Parc Mamhilad, Mamhilad, Pont-y-pŵl, Torfaen ond gall hyn newid yn y dyfodol os oes angen newid lleoliad y gwasanaeth. Ni thelir treuliau adleoli neu anghyfleustra os yw hyn yn digwydd.

YN ATEBOL I: **Cyfarwyddwr Rhaglen Rhanbarthol**

ASESIAD Y GYMRAEG: Mae sgiliau iaith Gymraeg yn ddymunol.

My Support Team - MyST**Pwy ydym ni?**

DIOGELU:

Mae Diogelu ac Amddiffyn Plant ac Oedolion yn flaenoriaethau allweddol i'r Cyngor. Ein nod yw cefnogi plant ac oedolion sydd mewn perygl i fod mor ddiogel ag y gallant ac i gyflawni eu potensial. Mae holl weithwyr a gwirfoddolwyr y Cyngor yn gyfrifol am chwarae rhan yng ngwaith lles, diogelu ac amddiffyn plant ac oedolion sydd mewn perygl. Bydd yr holl weithwyr a gwirfoddolwyr yn cael eu hyfforddi i'r lefel briodol o ddiogelu ac mae ganddynt ddyletswydd i gyflawni eu cyfrifoldebau personol dros ddiogelu.

Ein Pwrpas:-

Mae'r gwasanaeth MyST wedi ei sefydlu drwy bartneriaeth rhwng Cyngorau Sir Blaenau Gwent a Sir Fynwy. Mae MyST yn darparu ystod o gymorth i'r plant a'r bobl ifanc mwyaf bregus ac sydd yn meddu ar yr anghenion mwyaf cymhleth ac yn tueddu i gael eu gosod mewn sawl sefydliad gofal maeth a'n profi methiannau eraill o ran gwasanaeth. Mae'r duedd sydd ganddynt o gymryd risgiau ac ymddwyn yn herio, yn aml yn golygu bod angen mwy o adnoddau nag sydd gan yr Awdurdod Lleol i'w cynnig. Mae MyST wedi ei sefydlu er mwyn darparu cymorth dwys i'r fath blant gan gynnwys recriwtio, hyfforddi a rhoi cymorth arbenigol i ofalwyr maeth therapiwtig.

Pwrpas y Rôl hon:-

Arwain yn broffesiynol a rheoli tîm o ymarferwyr therapiwtig amlddisgyblaethol, yn sicrhau bod safonau gwasanaeth proffesiynol yn cael eu gosod a'u cynnal, gan gynnwys gweinyddu achosion drwy weithredu polisiau ac arferion rheoli pobl yn effeithiol. Gweithio gyda systemau a phartneriaethau allanol er mwyn sicrhau bod yr

holl weithwyr a'r gwasanaethau proffesiynol yn ymgysylltu yn y broses o ddarparu gwasanaeth holistaidd a chanlyniadau effeithiol.

Disgwyliadau a Chanlyniadau'r Rôl hon:-

Bydd disgwyl i chi arwain a rheoli tîm amlddisgyblaethol, yn sicrhau darpariaeth gwasanaeth ymatebol, safon uchel, yn ffocysu ar gwsmeriaid a chanlyniadau i blant, pobl ifanc, eu teuluoedd ac asiantaethau partner ar draws Blaenau Gwent a Sir Fynwy.

Bydd eich cyfrifoldebau yn cynnwys:-

- Arwain a rheoli tîm amlddisgyblaethol, yn sicrhau darpariaeth gwasanaeth ymatebol, safon uchel, yn ffocysu ar gwsmeriaid a chanlyniadau i blant, pobl ifanc, eu teuluoedd ac asiantaethau partner.
- Arwain drwy osod esiamp, yn sicrhau bod prosesau archwilio gwaith yn eu lle ac yn cael eu gweithredu'n gyson o ran cydymffurfiaeth y gwasanaethau cymorth, gweithwyr a datblygu cytundebau. Adolygu, fel sydd angen, y prosesau defnyddwyr gwasanaeth a rheoli'r data a ddaw o'r ffynonellau yma er mwyn hwyluso cydymffurfiaeth a gwelliannau.
- Goruchwylio a darparu gwasanaethau therapiwtig safon uchel, yn darparu anghenion gwasanaeth, gan ddefnyddio deddfwriaeth gyfredol, rheoliadau, polisiau a gweithdrefnau practis sydd yn seiliedig ar dystiolaeth gyfredol.
- Yn darparu goruchwyliaeth, cyngor a chyfarwyddyd safon uchel i weithwyr a gwirfoddolwyr eraill.
- Monitro a chynnal darpariaeth gwasanaethau i blant, pobl ifanc a'u teuluoedd gan gynnwys bod yn gyfrifol am achosion cymhleth, rheoli a goruchwylio achosion cyffredinol a chymhleth sydd yn cael eu rhoi i weithwyr proffesiynol ac uwch weithwyr eraill, gyda'r nod o sicrhau canlyniadau positif.
- Rheoli staff a gwirfoddolwyr yn unol â'r gweithdrefnau a'r polisiau (yn enwedig goruchwyliaeth reolaidd a phriodol) er mwyn cefnogi eu datblygiad, bodlonrwydd yn y gwaith a'u bod yn cyrraedd y targedau sydd wedi eu gosod.
- Cynnal asesiadau, gwneud argymhellion priodol er mwyn darparu gwasanaeth sydd yn ffocysu ar ganlyniadau ac yn diwallu anghenion y defnyddwyr.
- Sicrhau bod unrhyw wybodaeth rheoli sydd yn deillio o achosion gwaith yn cael ei lanlwytho i'r gronfa ddata priodol, yn adrodd ac yn cynnig sylw ar unrhyw faterion sylweddol neu berthnasol sydd yn dod o'r adroddiadau sydd wedi eu llunio.
- Datblygu a chynnal perthnasau gwaith effeithiol ag asiantaethau allanol a chydweithwyr mewnol er mwyn sicrhau'r canlyniadau gorau i ddefnyddwyr gwasanaeth a'u teuluoedd.

- Yn gyfrifol am gynnig safon uchel o bractis proffesiynol sydd yn ffocysu ar ganlyniadau a'n seiliedig ar dystiolaeth, gan gynnwys datblygiad proffesiynol parhaus y gweithwyr a'r gwirfoddolwyr.
- Mynychu cyfarfodydd ag asiantaethau allanol, gan ddangos proffesiynoldeb a gwerthoedd craidd y gwasanaeth, o ran dulliau, cyngor a gosod pethau.
- Cysylltu gyda'r arweinwyr rhanbarthol a'r partneriaethau er mwyn sicrhau bod y model yn cael ei weithredu yn effeithiol.
- Ymroddiad at ddatblygiad proffesiynol parhaus a'r broses oruchwylio a gwerthuso a'n gweithio er mwyn creu diwylliant o ddysgu a datblygu o fewn y gwasanaeth.
- Yn gyfarwydd gydag anghenion adrodd a'n sicrhau bod gwybodaeth rheoli yn cael ei gasglu a'i ddarparu, gan gynnwys datganiadau statudol drwy ddefnyddio a chynnal y systemau sefydledig.
- Yn sicrhau'r safonau uchaf o ddiogelu, p'un ai bod drwy ddarparu gofal yn uniongyrchol neu drwy weithgareddau sydd yn cefnogi'r plant a'r bobl ifanc sydd yn dod i gysylltiad gyda'r gwasanaeth, neu drwy roi gwybod am unrhyw bryderon ynghylch unrhyw blentyn neu berson ifanc.
- Hyrwyddo cydraddoldeb, cynhwysiant, parch a thegwch, a lle bo'n briodol, rheoli amrywiaeth ym mhob maes o ran cynllunio a darparu gwasanaethau, drwy chwarae rhan weithgar mewn polisiau cydraddoldeb ac amrywiaeth.
- Ymroddiad at hyrwyddo ac ymgorffori cyfranogiad fel sydd yn briodol i'ch rôl.
- Yn gyfarwydd ac yn cydymffurfio gyda'r gweithdrefnau a pholisi lechyd a Diogelwch. Os daw risg difrifol i'r amlwg, bydd rhaid cymryd camau'n syth er mwyn lleihau'r risg yma a rhoi gwybod i'ch rheolwyr llinell.
- Gweithio ar draws y swyddogaeth gyda'r adrannau a'r gwledydd eraill er mwyn sicrhau bod gwerthoedd y gwasanaeth a'r amcanion strategol yn cael eu cyflawni.
- Dyletswyddau posib eraill sydd angen eu cwblhau, ac yn disgyn o fewn cylch gorchwyl y swydd hon.

Dyma'r hyn y mae modd i ni ddarparu i chi:-

- Cefnogaeth a goruchwyliaeth safon uchel
- Cyfleoedd i hyfforddi a datblygu er mwyn medru datblygu fel ymarferydd a rheolwr
- Cyfleoedd i weithio yn greadigol
- Y cyfle i weithio fel rhan o wasanaeth cyffrous, yn datblygu gwasanaeth ac yn gwneud gwahaniaeth go iawn i gyfleoedd bywyd plant sydd yn derbyn gofal a'u teuluoedd.

Beth arall sydd angen i chi wybod.....Dyma Werthoedd Cyngor Fynwy:

- Tryloywder: Rydym am geisio bod yn agored ac onest er mwyn datblygu perthynas lle y mae pobl yn medru ymddiried yn ei gilydd.
- Tegwch: Rydym am geisio cynnig dewis teg, cyfleoedd a phrofiad ac i ddod yn fudiad lle y mae'r naill yn parchu'r llall.
-
- Hyblygrwydd: Rydym am geisio bod yn hyblyg wrth feddwl a gweithredu er mwyn dod yn fudiad effeithiol ac effeithlon.
- Gwaith tîm: Rydym am geisio gweithio gyda'n gilydd er mwyn rhannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd er mwyn cyflawni ein hamcanion.

A bydd y rôl hon yn gweithio gyda Sir Fynwy er mwyn cyflawni hyn.

Yn ychwanegol at hyn:

Mae'r holl weithwyr yn gyfrifol am sicrhau eu bod yn ymddwyn bob tro mewn ffordd sydd yn gyson â Pholisi Cyfle Cyfartal Sir Fynwy yn eu meysydd perthnasol ac yn eu hymddygiad cyffredinol.

Mae Cyngor Sir Fynwy yn gweithredu polisi Dim Ysmygu yn y Gweithle ac mae disgwyl i'r holl weithwyr i gydymffurfio gyda hyn.

Mae'r rôl yn amodol ar wiriad datgeliad troseddol estynedig. Bydd hyn yn cael ei wneud drwy gyfrwng y corff datgelu perthnasol, gan ddibynnu ar leoliad daearyddol y rôl.

Manyleb Person

Sut fyddwn yn gwybod os mai chi yw'r person cywir ar gyfer y rôl hon? Fel yr ymgeisydd llwyddiannus, byddwch wedi arddangos y canlynol:-

ANGHENION	PWYSOLI	SUT Y CAIFF HYN EI BROFI
1. ADDYSG/CYMHWYSTER/ GWYBODAETH		
<ul style="list-style-type: none"> Cymwysterau proffesiynol ym maes iechyd, gofal cymdeithasol, addysg neu ym maes ieuencid a gwaith cymdeithasol. Cymhwyster rheoli Gwybodaeth a dealltwriaeth o sut mae plant/pobl ifanc yn datblygu cysylltiadau a'r effaith o drawma datblygiadol ar ddatblygiad. Dealltwriaeth o ddatblygiad corfforol, deallusol, cymdeithasol ac emosiynol plant/pobl ifanc, a dealltwriaeth o sut mae plant/pobl ifanc yn dysgu. Arddangos y gallu i weithio'n agos gyda phobl ifanc, eu teuluoedd a'u gofalwyr. Dealltwriaeth o sut mae systemau/ rhwydweithiau yn gweithio i gefnogi pobl/teuluoedd ifanc. 	<p>Hanfodol</p> <p>Dymunol Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p>	<p>Ffurflen Gais</p> <p>Ffurflen Gais Ffurflen Gais /Cyfweliad</p> <p>Ffurflen Gais /Cyfweliad</p> <p>Ffurflen Gais /Cyfweliad Ffurflen Gais /Cyfweliad</p>
2. PROFIAD		
<ul style="list-style-type: none"> Profiad o reoli timau mewn sefydliad statudol Profiad o weithio mewn modd therapiwtig a chyflwyno dulliau seicolegol a therapiwtig i blant/pobl ifanc a theuluoedd Profiad o weithio gyda phlant/pobl ifanc ag anghenion emosiynol dwys Profiad o adeiladu perthnasau effeithiol gyda phlant/pobl ifanc a theuluoedd a all fod yn amharod i ymgysylltu. Gweithio fel rhan o rwydwaith o amgylch person ifanc er mwyn darparu newid. Profiad o reoli risg mewn sefydliad statudol 	<p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p>	<p>Ffurflen Gais /Cyfweliad Ffurflen gais Cyfweliad</p> <p>Cyfweliad</p> <p>Ffurflen gais Cyfweliad</p> <p>Ffurflen Gais /Cyfweliad Ffurflen Gais /Cyfweliad</p>
3. SGILIAU CYFATHREBU/RHYNGBERSONOL		
<ul style="list-style-type: none"> Yn gallu ymgysylltu â phlant, pobl ifanc, eu teuluoedd a'u gofalwyr ac ystod eang o bartneriaid a phobl broffesiynol Sgiliau cyfathrebu gwych, gan gynnwys dealltwriaeth o effeithiau cyfathrebu geiriau a'r gallu i gyfathrebu'n glir ac yn gryno yn y modd mwyaf addas, ymgysylltu â phlant/pobl ifanc, eu teuluoedd a'u gofalwyr mewn sefyllfaoedd o straen uchel a chyfathrebu gwybodaeth anodd mewn modd sy'n hawdd ei glywed a'i ddeall. Yn gallu ffurfio, cynnal a rhoi diwedd ar berthynas gyda phlant, pobl ifanc eu teuluoedd a gofalwyr a 	<p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p>	<p>Ffurflen Gais /Cyfweliad</p> <p>Ffurflen Gais /Cyfweliad</p> <p>Ffurflen Gais /Cyfweliad</p>

ymrwymiad at gydraddoldeb, amrywiaeth a chynwysoldeb a pharodrwydd i gydymffurfio gyda Pholisi Cyfle Cyfartal y Cyngor, gan gynnwys cwblhau hyfforddiant addas ar ymwybyddiaeth o gydraddoldeb		
6. AMGYLCHIADAU ARBENNIG		
Bydd apwyntiad i'r rol yn amodol ar Wiriad Datgeliad Estynedig gan y Gwasanaeth Datgelu a Gwahardd.	Hanfodol	

Os ydych angen unrhyw wybodaeth bellach am y swydd hon, cysylltwch gyda: Jennie Welham / Dr Jael Hill Ffôn: 01495 764680 Jane Rodgers Ffôn:01633 644054

Dyddiad Cau: 12pm ar 15 Ionawr 2019. Bydd cyfweiliadau'n cael eu cynnal ar 21 Ionawr 2019