

ROLE PROFILE

ROLE TITLE:	FosteringTeam Manager (Placement and Fostering Support Team)
POST ID:	SCS241
GRADE:	BAND K SCP 39 £41,675 – SCP 43 £45,591
HOURS:	37 per week
WORK PATTERNS:	Full time - Monday to Thursday 9am to 5pm, Friday 9am to 4.30pm
LOCATION:	Usk and the Monmouthshire locality
RESPONSIBLE TO:	Service Manager

Placement and Fostering Support Team**Who are we?**

We are a team committed to achieving a service that values and listens to our foster carers and places Monmouthshire's children at the center of everything we do.

We want foster carers to see themselves as part of the team and we believe in setting the highest standards for ourselves in meeting the needs of our foster carers and enabling them to meet the needs of the children in their care. We understand that with the right support from us, foster carers can change the future for children.

Our aims are:

To improve the outcomes for children in Monmouthshire by :

- Ensuring our foster carers are well trained, have access to a wide range of training and resources tailored to their individual needs and the needs of the children they are caring for
- Having a professional and dynamic recruitment strategy and marketing campaign to recruit Monmouthshire foster carers for Monmouthshire children
- Having a team of professional, skilled and hard working social workers providing our foster carers with the right support at the right time for as long as it takes.
- Supporting our foster carers to provide stable and nurturing homes for children where they are able to thrive.

Our Purpose:-

We are responsible for providing an effective and responsive fostering service in Monmouthshire. This includes running effective recruitment and marketing campaigns, supporting both prospective and existing foster carers with high-quality training, responsive and professional support and guidance that makes them feel

valued and part of the fostering team, and working to deliver excellence across the service.

The Purpose of this Role:-

To lead a team of experienced social workers and business support to deliver a professional service that achieves excellence in recruiting, assessing and supporting foster carers who can provide homes where Monmouthshire's children can flourish.

To provide experienced social work leadership of the highest quality to ensure that the service has an integrated, inclusive approach driven by social work values in all that it undertakes.

To ensure delivery of the authority's statutory duties in relation to fostering.

To take informed risks in partnership with others to achieve best outcomes for children.

To take an influential role in a regional agenda across Gwent and contribute to a regional approach in fostering.

Your responsibilities are to:-

Leadership

- Provide leadership to ensure the team has appropriate direction, supervision, support and guidance to provide an effective service.
- Develop, encourage and maintain high professional standards with the team, leading and modelling practice that is strength-based, values-driven, theory-informed and uses robust risk management, analysis and professional judgement.
- Develop, implement and drive business plans, service improvement plans and the annual recruitment strategy.
- Provide advice and mentoring of Senior Practitioners across all teams on all practice issues to ensure social work practice is meets or exceeds expected practice standards.
- Work alongside colleagues to continue to develop new ways of working that directly impact on practice to continuously improve quality of service provision for children, young people, families and foster carers.
- Deputise for the Service Manager as required.

Performance

- Ensure that service delivery is compliant with statutory duties.
- Take a lead role in the development of management information systems; analysing, reviewing and utilising information including statistical data, practice procedures to evaluate practice and drive the team's performance.
- Effective management of the budget and resources in line with council's financial framework and agreed local protocols.

- Ensure there is an appropriate induction programme for new team members and a training programme for existing team members so they are equipped to deliver to their responsibilities effectively.
- Keep the team up to date with relevant legislation, policy and best practice.
- Undertake high-quality supervision providing opportunities for reflection and challenge in line with policy, addressing performance issues promptly and supporting development of individuals and the team.
- Lead in the development of robust record keeping systems and ensure the dissemination of key information within the team and ensure systems are effective and records are up to date.

Operational

- Ensure that the team operates in accordance with all relevant legislation and guidance. e.g national fostering regulations, SGO code of practice and regulation.
- Ensure that the Fostering Panel is compliant with fostering regulations, is effective, efficient and delivers a high quality service in the best interests of children.
- Ensure foster carer assessments, viability assessments and connected persons assessments are undertaken to a high standard and within an appropriate timescale.
- Take a lead on contracting and commissioning for placement services including working with 4Cs and provider agencies to ensure that children's needs are met and outcomes are achieved.
- Lead and support all recruitment marketing campaigns across the county and ensure that the recruitment process for prospective foster carers is professional, efficient and timely.
- Ensure the team has an effective working relationship and works closely with Monmouthshire County Council's children looked after psychology service (BASE) and team members are familiar with psychological theory models that can underpin practice.
- Manage requests for information from other agencies and individuals taking account of data protection issues and manage complaints in relation to the service, including acting as the investigating officer in relation to complaints against professionals, ensure appropriate investigation that is in line with Monmouthshire's complaints procedures and take such action as may be appropriate to ensure staff are providing a high-quality and safe service.
- Work in partnership with other team managers to ensure that interfaces between teams are effective and work flows are well managed and in children's best interests.
- Lead on the development and implementation of a participation strategy for the service that can inform the review, development and design of our services.
- Be committed to accessing and preparing for supervision, undertake all learning and development as identified and required by the role in order to ensure your knowledge is up to date and relevant and be proactive about your continuing professional development.

Here's what we can provide you with:-

Monmouthshire County Council is a beautiful, rural authority with a strong community ethos. We may be small but we are a highly ambitious and believe in providing high support for our staff and in return we set high standards for what we can achieve.

You will work alongside managers in a number of teams that deliver the full range of services and support to children, young people and their families. We are committed to working to a strengths-based, outcome-focussed model that supports creativity, innovation and appropriate risk taking to achieve the best outcomes we can for our children, young people, families and staff.

As an authority we are values-driven and committed to providing excellent support to staff and creating a culture of high support and high challenge where you can make a real difference and can flourish.

- High quality support and supervision in a friendly and motivated environment.
- Opportunities for training in order to develop your skills and knowledge; professionally and personally.
- Opportunities to develop Welsh language skills in line with the 'more than words' strategy'.
- Flexibility to work agilely in order to achieve a healthy work life balance.
- The chance to work as part of a team to make a real difference to the lives and life chances of children and families in Monmouthshire.
- An extra two days holiday each year on top of your annual leave.

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.

Welsh Language assessment:

Welsh is desirable:

You may be required, and will be supported, to learn or improve your existing skills through attending staff Welsh language training funded by the council. This will be implemented if a need for Welsh language skills in the role arises.

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.

In addition:

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check and two suitable written references before appointment.

The authority is committed to safeguarding and promoting the welfare of children and young people and adults at risk of harm and expects all employees and volunteers to share this commitment.

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.

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

Person Specification

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

Requirements	Essential/ desirable	Method of assessment
Education and Professional Qualifications - Recognised Social Work qualification (CSS; CQSW; Diploma in SW; SWD or equivalent) and registration with Social Care Wales - Post qualifying Award/Practice Educator/further evidence of continuous professional development.	All essential	
Skills, Abilities and Behaviours - Ability to operate at a strategic level, to use performance data to drive improvement and ability to contribute to business planning and service improvement - Excellent written, verbal and interpersonal communication skills with a wide range of audiences, including the ability to have difficult conversations and manage conflict. - Ability to develop effective working relationships with a wide range of service providers from statutory and voluntary agencies and private providers.	All essential	Application form and Interview

• Ability to make use of management systems, including IT, in recording, retrieval and analysis of information. • Emotionally resilient, able to manage self and support others in what can be an emotionally challenging profession. • Excellent organisational/project management skills and experience of, and the ability to manage budgets/financial resources.		
Knowledge • Knowledge and understanding in practice of all relevant legislation, particularly the Regulation and Inspection of Social Care (Wales) Act 2016, Social Services and Well-being (Wales) Act 2014, Children Act (1989/2004), Mental Capacity Act 2005, Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. • Knowledge and understanding of child protection and safeguarding issues, relevant policy and legislation and how it applies in fostering. • Understanding of performance management, the ability to evaluate practice against standards and coach, develop and manage performance in the service. • A good understanding of policy and legislation on language, equalities and diversity and its impact on practice in relation to promoting Welsh language and culture and anti-discriminatory practice. • Demonstrable Quality Assurance and practice improvement experience in regard to fostering assessment, risk assessment and management • Participation. A practical knowledge and understanding about how to increase participation by children and families in developing and designing our services. • Knowledge and understanding of attachment and other psychological theory models and the ability to apply theory to practice.	All essential	Application form and Interview
Experience • Experience of managing in a statutory front-line social work setting. • Experience of managing and motivating a team including understanding how reflective supervision can enhance practice, ability to create a learning environment with the team, communicate and model new ideas and ways of working and practice and communicate and model values-driven and hopeful practice.	Essential Essential	Application form and Interview

• Experience of managing and improving performance of the workforce. • Experience of project management or service improvement	Essential Desirable	
Other • Ability to drive and access to a car for work purposes. • This post is subject to an enhanced DBS check.	Essential	

Should you require any further information regarding this post, please contact:
charlottedrury@monmouthshire.gov.uk

Closing Date: 12 noon on 30/06/2020

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 or English and 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, County Hall, Rhadyr, Usk, Monmouthshire, NP15 1GA

PROFFIL Y RÔL

TEITL Y RÔL:	Rheolwr Tîm Maethu (Tîm Cymorth Lleoli a Maethu)
RHIF ADNABOD Y SWYDD:	SCS241
GRADD:	BAND K SCP 39 £41,675 – SCP 43 £45,591
ORIAU:	37 awr yr wythnos
PATRYMAU GWAITH:	Llawn amser - Dydd Llun i Ddydd Iau 8.30am i 5.00pm, Dydd Gwener 8.30am i 4.30pm
LLEOLIAD:	Brynbuga ac ardal Sir Fynwy

YN ATEBOL I: Y Rheolwr Gwasanaeth

Tîm Cymorth Lleoli a Maethu **Pwy ydym ni?**

Rydym yn dîm sydd wedi ymrwymo i gyflawni gwasanaeth sy'n gwerthfawrogi ac yn gwrando ar ein gofalwyr maeth ac yn gosod plant Sir Fynwy yng nghanol popeth a wnawn.

Rydym am i ofalwyr maeth weld eu hunain fel rhan o'r tîm ac rydym yn credu mewn gosod y safonau uchaf i ni ein hunain, wrth gwrdd ag anghenion ein gofalwyr maeth a'u galluogi i fodloni anghenion y plant yn eu gofal. Rydym yn deall y gall gofalwyr maeth newid dyfodol ar gyfer plant gyda'r cymorth cywir oddi wrthym.

Ein hamcanion yw:

Gwella'r canlyniadau ar gyfer plant yn Sir Fynwy drwy:

- Sicrhau bod ein gofalwyr maeth wedi'u hyfforddi'n dda, eu bod yn gallu cael gafael ar ystod eang o hyfforddiant ac adnoddau sydd wedi'u teilwra i'w hanghenion unigol ac anghenion y plant y maent yn gofalu amdanynt
- Cael strategaeth recriwtio ac ymgyrch farchnata broffesiynol a deinamig i recriwtio gofalwyr maeth Sir Fynwy ar gyfer plant Sir Fynwy
- Bod â thîm o weithwyr cymdeithasol proffesiynol, medrus a gweithio'n galed sy'n rhoi'r cymorth cywir i'n gofalwyr maeth ar yr adeg gywir am gyhyd ag y bo angen.
- Cefnogi ein gofalwyr maeth i ddarparu cartrefi sefydlog a meithringar i blant lle maent yn gallu ffynnu.

Ein Pwrpas:-

Rydym yn gyfrifol am ddarparu gwasanaeth effeithiol ac ymatebol i holl ofalwyr maeth Sir Fynwy. Mae hyn yn cynnwys cynnal ymgyrchoedd recriwtio a marchnata effeithiol, cefnogi darpar ofalwyr a gofalwyr maeth presennol gyda hyfforddiant o

ansawdd uchel, cymorth ac arweiniad proffesiynol ac ymatebol sy'n gwneud iddynt deimlo eu bod yn cael eu gwerthfawrogi ac yn rhan o'r tîm maethu, a gweithio i sicrhau rhagoriaeth ar draws y gwasanaeth.

Pwrrpas y Rôl hon:-

Arwain tîm o weithwyr cymdeithasol profiadol a chymorth busnes er mwyn darparu gwasanaeth proffesiynol sy'n cyflawni rhagoriaeth wrth recriwtio, asesu a chefnogi gofalwyr maeth sy'n gallu darparu cartrefi lle gall plant Sir Fynwy ffynnu.

Darparu arweinyddiaeth gwaith cymdeithasol brofiadol o'r safon uchaf er mwyn sicrhau bod gan y gwasanaeth ddull integredig a chynhwysol sy'n cael ei lywio gan werthoedd gwaith cymdeithasol yn yr hyn y mae'n ei wneud.

Sicrhau bod dyletswyddau statudol yr awdurdod mewn perthynas â maethu yn cael eu cyflawni.

Cymryd risgiau gwybodus mewn partneriaeth ag eraill i gyflawni'r canlyniadau gorau i blant.

Cymryd rôl ddylanwadol mewn agenda ranbarthol ar draws Gwent a chyfrannu at ddull rhanbarthol o faethu.

Bydd eich cyfrifoldebau yn cynnwys:-

Arweinyddiaeth

- Rhoi arweinyddiaeth i sicrhau bod gan y tîm gyfarwyddyd, goruchwyliaeth, cefnogaeth ac arweiniad priodol i ddarparu gwasanaeth effeithiol.
- Datblygu, annog a chynnal safonau proffesiynol uchel gyda'r tîm, gan arwain a modelu arfer sy'n seiliedig ar gryfder, wedi'i yrru gan werthoedd, wedi'i lywio gan theori ac sy'n defnyddio rheolaeth risg gadarn, dadansoddiad a barn broffesiynol.
- Datblygu, gweithredu a llywio cynlluniau busnes, cynlluniau gwella gwasanaethau a'r strategaeth recriwtio flynyddol.
- Darparu cyngor a mentora Uwch Ymarferwyr ar draws yr holl dimau ar bob mater ymarfer gwaith mwyn sicrhau bod ymarfer gwaith cymdeithasol yn bodloni neu'n rhagori ar safonau ymarfer disgwylidiedig.
- Cydweithio â chydweithwyr i barhau i ddatblygu ffyrdd newydd o weithio sy'n cael effaith uniongyrchol ar arfer er mwyn gwella ansawdd y gwasanaeth a ddarperir i blant, pobl ifanc, teuluoedd a gofalwyr maeth yn barhaus.
- Dirprwyo ar ran y Rheolwr Gwasanaeth yn ôl y gofyn.

Perfformiad

- Sicrhau bod y gwasanaethau a ddarperir yn cydymffurfio â'r dyletswyddau statudol.
- Cymryd rôl arweiniol wrth ddatblygu systemau rheoli gwybodaeth; dadansoddi, adolygu a defnyddio gwybodaeth gan gynnwys data ystadegol, gweithdrefnau ymarfer i werthuso arfer a llywio perfformiad y tîm.

- Rheoli'r gyllideb a'r adnoddau'n effeithiol yn unol â fframwaith ariannol y cyngor a phrotocolau lleol y cytunwyd arnynt.
- Sicrhau bod rhaglen gynefino briodol ar gael ar gyfer aelodau newydd o'r tîm a rhaglen hyfforddi ar gyfer aelodau presennol y tîm fel bod ganddynt yr adnoddau i gyflawni eu cyfrifoldebau'n effeithiol.
- Rhoi'r wybodaeth ddiweddaraf i'r tîm am ddeddfwriaeth, polisi ac arferion gorau perthnasol.
- Cynnal goruchwyliaeth o ansawdd uchel gan ddarparu cyfleoedd ar gyfer myfyrio a herio yn unol â pholisi, mynd i'r afael â materion perfformiad yn brydlon a chefnogi datblygiad unigolion a'r tîm.
- Arwain wrth ddatblygu systemau cadw cofnodion cadarn a sicrhau bod gwybodaeth allweddol yn cael ei lledaenu o fewn y tîm a sicrhau bod systemau'n effeithiol a bod y cofnodion yn gyfredol.

Gweithredol

- Sicrhau bod y tîm yn gweithredu yn unol â'r holl ddeddfwriaeth a chanllawiau perthnasol. e.e. Rheoliadau Maethu Cenedlaethol, cod ymarfer a rheoleiddio Gorchmynion Gwarcheidiaeth Arbennig.
- Sicrhau bod y Panel Maethu yn cydymffurfio â'r rheoliadau maethu, ei fod yn effeithiol, yn effeithlon ac yn darparu gwasanaeth o ansawdd uchel er lles pennaf y plant.
- Sicrhau bod asesiadau gofalwyr maeth, asesiadau dichonoldeb ac asesiadau personau cysylltiedig yn cael eu cynnal i safon uchel ac o fewn amserlen briodol.
- Arwain y gwaith o gontractio a chomisiynu gwasanaethau lleoli, gan gynnwys gweithio gyda 4Cs ac asiantaethau darparu er mwyn sicrhau bod anghenion plant yn cael eu diwallu a bod canlyniadau'n cael eu cyflawni.
- Arwain a chefnogi'r holl ymgyrchoedd marchnata recriwtio ar draws y sir a sicrhau bod y broses recriwtio ar gyfer darpar ofalwyr maeth yn broffesiynol, yn effeithlon ac yn amserol.
- Sicrhau bod gan y tîm berthynas waith effeithiol a'i fod yn cydweithio'n agos â gwasanaeth seicoleg plant sy'n derbyn gofal Cyngor Sir Fynwy (BASE) ac mae aelodau'r tîm yn gyfarwydd â modelau theori seicolegol a all fod yn sail i ymarfer.
- Rheoli ceisiadau am wybodaeth gan asiantaethau ac unigolion eraill gan ystyried materion diogelu data a rheoli cwynion mewn perthynas â'r gwasanaeth, gan gynnwys gweithredu fel y swyddog ymchwilio mewn perthynas â chwynion yn erbyn gweithwyr proffesiynol, sicrhau ymchwiliad priodol sy'n cyd-fynd â gweithdrefnau cwyno Sir Fynwy a chymryd unrhyw gamau sy'n briodol i sicrhau bod staff yn darparu gwasanaeth diogel o ansawdd uchel.
- Gweithio mewn partneriaeth â rheolwyr timau eraill i sicrhau bod rhyngwynebau rhwng timau'n effeithiol a bod llifau gwaith yn cael eu rheoli'n dda ac er lles gorau'r plant.
- Arwain ar ddatblygu a gweithredu strategaeth gyfranogi ar gyfer y gwasanaeth a all fod yn sail i'r gwaith o adolygu, datblygu a chynllunio ein gwasanaethau.
- Bod yn ymrwymedig i gyrchu a pharatoi ar gyfer goruchwyliaeth, ymgymryd â'r holl ddysgu a datblygu a nodir ac sy'n ofynnol gan y rôl er mwyn sicrhau

bod eich gwybodaeth yn gyfredol ac yn berthnasol a bod yn rhagweithiol o ran eich datblygiad proffesiynol parhaus.

Dyma beth y gallwn ei rhoi i chi:-

Mae Cyngor Sir Fynwy yn awdurdod prydferth, gwledig gydag ethos cymunedol cryf. Efallai ein bod yn fach ond rydym yn hynod o uchelgeisiol ac yn credu mewn darparu cefnogaeth uchel i'n staff ac yn ôl yr ydym yn gosod safonau uchel ar gyfer yr hyn y gallwn ei gyflawni.

Byddwch yn cydweithio â rheolwyr mewn nifer o dimau sy'n darparu'r ystod lawn o wasanaethau a chymorth i blant, pobl ifanc a'u teuluoedd. Rydym wedi ymrwymo i weithio ar sail cryfderau sy'n canolbwyntio ar ganlyniadau ac sy'n cefnogi creadigrwydd, arloesedd a chymryd risgiau priodol er mwyn cyflawni'r canlyniadau gorau y gallwn eu sicrhau i'n plant, ein pobl ifanc, ein teuluoedd a'n staff.

Fel awdurdod, rydym yn cael ein llywio gan ein gwerthoedd ac yn ymrwymedig i roi cymorth rhagorol i staff a chreu diwylliant o gefnogaeth uchel a her fawr lle gallwch wneud gwahaniaeth go iawn a ffynnu.

- Cymorth a goruchwyliaeth o ansawdd uchel mewn amgylchedd cyfeillgar a brwdfrydig.
- Cyfleoedd ar gyfer hyfforddiant er mwyn datblygu eich sgiliau a'ch gwybodaeth; yn broffesiynol ac yn bersonol.
- Cyfleoedd i ddatblygu sgiliau iaith Gymraeg yn unol â'r strategaeth 'Mwy Na Geiriau'.
- Hyblygrwydd i weithio'n ystwyth er mwyn sicrhau cydbwysedd iach rhwng bywyd a gwaith.
- Y cyfle i weithio fel rhan o dîm i wneud gwahaniaeth gwirioneddol i fywydau a chyfleoedd bywyd plant a theuluoedd yn Sir Fynwy.
- Dau ddiwrnod o wyliau ychwanegol bob blwyddyn ar ben eich gwyliau blynyddol.

Beth arall sydd angen i chi wybod ... Gwerthoedd Sir Fynwy yw:

- Bod yn agored:** Rydym yn anelu at fod yn agored ac yn onest er mwyn datblygu perthynas ymddiriedus.
- Tegwch:** Rydym yn anelu at ddarparu dewis, cyfleoedd a phrofiadau teg a dod yn sefydliad a adeiladwyd ar gyd-barch.
- Hyblygrwydd:** Rydym yn anelu at fod yn hyblyg yn ein ffordd o feddwl a gweithredu er mwyn dod yn sefydliad effeithiol ac effeithlon.
- Gwaith Tîm:** Rydym yn anelu i weithio gyda'n gilydd i rannu ein llwyddiannau a methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau.

Asesiad y Gymraeg:

Mae sgiliau Cymraeg yn ddymunol:

Efallai y bydd gofyn i chi, a byddwch yn cael eich cefnogi, i ddysgu neu wella eich sgiliau presennol drwy fynychu hyfforddiant iaith Gymraeg i staff sy'n cael ei ariannu gan y Cyngor. Caiff hyn ei weithredu os bydd angen am sgiliau Cymraeg yn y rôl.

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.

Yn ogystal:

Mae penodiad i'r swydd hon wedi'i heithrio o'r Ddeddf Ailsefydlu Troseddwyr ac mae angen gwiriad manwl o'r Gwasanaeth Datgelu a Gwahardd a dau eirdd ysgrifenedig addas cyn y penodiad.

Mae'r awdurdod wedi ymrwymo i ddiogelu a hyrwyddo lles plant a phobl ifanc sydd mewn risg o niwed ac mae'n disgwyl i'r holl weithwyr a gwirfoddolwyr rannu'r ymrwymiad hwn.

Mae pob gweithiwr yn gyfrifol am gynnal eu hunain mewn modd sy'n cydymffurfio â Pholisi Cyfle Cyfartal Sir Fynwy, yn eu maes cyfrifoldeb eu hunain ac yn eu hymddygiad cyffredinol.

Mae'r awdurdod yn gweithredu polisi Gweithle Di-fwg ac mae'n rhaid i bob cyflogai cydymffurfio â hyn.

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

Manyleb Person

Sut y byddwn yn gwybod os mai chi yw'r person cywir ar gyfer y swydd? Fel yr ymgeisydd llwyddiannus, byddwch wedi dangos eich bod:-

Gofynion	Hanfodol neu Ddymunol	Dull asesu
Cymwysterau Addysgol a Phroffesiynol - Cymhwyster Gwaith Cymdeithasol cydnabyddedig (CSS; CQSW Diploma Gwaith Cymdeithasol; SWD neu gymhwyster cyfatebol) a chofrestru gyda Gofal Cymdeithasol Cymru - Dyfarniad/Addysgwr Ymarfer/Tystiolaeth ôl-gymhwysol bellach o ddatblygiad proffesiynol parhaus.	Pob un yn hanfodol	
Sgiliau, Galluedd ac Ymddygiad - Y gallu i weithredu ar lefel strategol, i ddefnyddio data perfformiad er mwyn llywio gwelliannau a'r gallu i gyfrannu at y gwaith o gynllunio busnes a gwella gwasanaethau - Sgiliau cyfathrebu ysgrifenedig, llafar a rhyngpersonol ardderchog gydag ystod eang o gynulleidfaoedd, gan gynnwys y gallu i gael sgysiau anodd a rheoli gwrthdaro. - Y gallu i ddatblygu perthynas waith effeithiol gydag ystod eang o ddarparwyr gwasanaethau o asiantaethau statudol a gwirfoddol a darparwyr preifat. - Y gallu i ddefnyddio systemau rheoli, gan gynnwys TG, wrth gofnodi, adalw a dadansoddi gwybodaeth. - Yn emosiynol wydn, yn gallu rheoli eich hun a chefnogi eraill yn yr hyn a all fod yn broffesiwn sy'n emosiynol heriol. - Sgiliau trefnu/rheoli prosiect ardderchog a phrofiad o reoli cyllidebau/adnoddau ariannol a'r gallu i'w rheoli.	Pob un yn hanfodol	Ffurflen gais a Chyfweliad
Gwybodaeth - Gwybodaeth a dealltwriaeth yn ymarferol o'r holl ddeddfwriaeth berthnasol, yn enwedig Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016, Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014, Deddf Plant (1989/2004), Deddf Capasiti Meddwl 2005, Trais Deddf yn Erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol (Cymru) 2015. - Gwybodaeth a dealltwriaeth o faterion amddiffyn a diogelu plant, polisi a deddfwriaeth berthnasol a sut y mae'n berthnasol i faethu. - Dealltwriaeth o reoli perfformiad, y gallu i werthuso arfer yn erbyn safonau a hyfforddi, datblygu a rheoli	Pob un yn hanfodol	Ffurflen gais a Chyfweliad

perfformiad yn y gwasanaeth. • Dealltwriaeth dda o bolisi a deddfwriaeth ar iaith, cydraddoldeb ac amrywiaeth a'u heffaith ar arfer mewn perthynas â hyrwyddo'r iaith Gymraeg a diwylliant Cymru ac arferion gwrth-wahaniaethol. • Profiad Sicrwydd Ansawdd a gwella ymarfer amlwg mewn perthynas ag asesu maethu, asesu a rheoli risg • Cyfranogiad. Gwybodaeth a dealltwriaeth ymarferol ynghylch sut i gynyddu cyfranogiad gan blant a theuluoedd wrth ddatblygu a chynllunio ein gwasanaethau. • Gwybodaeth a dealltwriaeth o ymlyniad a modelau theori seicolegol eraill a'r gallu i gymhwyso damcaniaeth i ymarfer.		
Profiad • Profiad o reoli mewn lleoliad gwaith cymdeithasol statudol rheng flaen. • Profiad o reoli ac ysgogi tîm gan gynnwys deall sut y gall goruchwyliaeth fyfyrion wella ymarfer, y gallu i greu amgylchedd dysgu gyda'r tîm, cyfathrebu a modelu syniadau a ffyrdd newydd o weithio ac ymarfer a chyfathrebu a modelu ymarfer gobeithiol sy'n cael ei yrru gan werthoedd. • Profiad o reoli a gwella perfformiad y gweithlu. • Profiad o reoli prosiectau neu wella gwasanaethau	Hanfodol Hanfodol Hanfodol Dymunol	Ffurflen gais a Chyfweliad
Arall • Y gallu i yrru a mynediad i gar at ddibenion gwaith. • Mae'r swydd hon yn amodol ar wiriad manwl y Gwasanaeth Datgelu a Gwahardd.	Hanfodol	

Os ydych am gael unrhyw wybodaeth bellach am y rôl hon, cysylltwch os gwelwch yn dda â: charlottedrury@monmouthshire.gov.uk

Dyddiad cau: 12 hanner dydd ar 30/06/2020

Gofynnir i chi nodi na allwn dderbyn CVs

Gellir cwblhau ffurflenni cais ar-lein neu eu lawrlwytho drwy:
<https://www.monmouthshire.gov.uk/cy/swyddi-chyflogaeth/>

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

Ar ôl eu cwblhau, dylid dychwelyd ffurflenni cais ar-lein neu eu lawrlwytho drwy:
Gwasanaethau Pobl, Cyngor Sir Fynwy, Neuadd y Sir, Y Rhadyr, Brynbuga, Sir Fynwy, NP15 1GA