

Job Description

Job Title	Team Manager – Family Drug and Alcohol Court Team (FDAC)
Directorate	Children & Young People’s Services
Service Area	Children’s Social Care
Grade	10
Competency Level	2
Salary	£54,916 - £60,640
Job Type	Hybrid
Location	City Wide
Disclosure and barring service (DBS)	Enhanced with Children’s Barred List (and Child Workforce)
Job Evaluation Ref No	A9476

Job Purpose

- To manage, develop, and lead the Family Drug and Alcohol (FDAC) Team in order that Liverpool’s vulnerable children are protected from significant harm and their life chances are maximised
- To ensure children, young people, carers, and families receive high quality assessments, interventions, and timely support from the FDAC service to meet their needs

- To report to the Head of Service and work closely with stakeholders, funders, internal and external agencies within the area on the development, delivery, and review of the FDAC services for children, young people, their families and carers so that provision is in line with best practice and is able to meet local need as identified for FDAC

Directly Responsible For: FDAC Deputy Team Manager, Senior Social Worker, Social Workers, Family Support Workers

Directly Responsible To: Head of Service for Complex Care and to the partners and seconded staff for the running of FDAC, in line with the expected standards and good practice

Main Areas of Responsibility:

- Ensure that the FDAC meets its statutory obligations to safeguard and promote the welfare of children and young people, complying with legislation, statutory guidance, policy and procedures and relevant frameworks
- Provide effective leadership and organisation of the FDAC team, including the prioritisation and allocation of work so that children and their families receive a timely and efficient service
- Develop and embed a performance culture within the team to ensure targets are met and poor performance is effectively managed
- Lead a process of continual improvement through undertaking audits and ensuring recording is of a high standard
- Monitor the team's performance with reference to FDAC local and national key standards and requirements and act when required
- Ensure that care planning is robust and effective in order that children achieve permanence in a timely manner and young people seamlessly transition into adulthood

- Oversee the selection of children and families to the FDAC and guide decisions about assessment and treatment options, considering both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family, group, or network
- To ensure the FDAC Team implement a range of interventions for individuals, carers, families, groups, inclusive of drug and alcohol testing
- To provide expertise and specialist advice, guidance and consultation to other professionals contributing directly to the formulation, diagnosis and treatment plan for those referred to the service
- Support the development of the FDAC policies, processes, practices, and systems, ensuring that they are current and conform to best practice and comply with legislation
- Report to the Operational and Governance FDAC boards through written and data performance reports, on the progress of the FDAC's work and key elements of performance, as requested
- Authorise assessments, reports and care plans and take responsibility for ensuring plans for children and their families/carers are implemented in accordance with FDAC expectations, statutory requirements, and practice standards
- Build and promote successful partnership working across agencies and with children, young people and their families, to deliver more cost effective and valued services within the FDAC budget
- Build honest relationships based on clear communication and ensure that all involved understand what will happen with the information, children, young people, families, carers and partner agencies provide to team members. Ensure that due regard is given to service user consent, confidentiality, data protection and information sharing protocols

- Participate in identifying areas for improvement and carrying out agreed learning and development opportunities and training for staff in the FDAC and other service areas

Supervision and Management Responsibility:

- Provide high quality supervision, including reflective supervision, improving quality, timeliness of work and outcomes for children and families
- Ensuring activities are planned to include meaningful one to one conversation, quality annual appraisals and regular workforce planning and development
- Manages performance and behavioural issues effectively

Budget and Financial Responsibility:

- Being fully accountable for managing the FDAC resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact
- Monitor financial performance and deliver within budget
- Take budgetary responsibility for the team budget

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic, and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- This is mainly an office-based role and hence is sedentary, involving long periods of sitting

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Contribute to the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level 2

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Social Work degree or equivalent social work professional qualification (A)
- Registered with Social Work England (A)

Desirable

- Management Qualification or Leadership/Management training
- Clinical training in work with children and families in addiction and/or mental health services

Experience

Essential

- Experience of managing staff and resources within a frontline statutory service staff (A/I)
- Substantial post qualifying experience of working in a children and families statutory setting (A/I)

Skills/Abilities

Essential

- Excellent knowledge and application of relevant legislation, statutory guidance, and procedures (A/I)
- Sound knowledge and understanding of the statutory framework and current research on effective safeguarding practice and promoting the welfare of children (A/I)
- Ability to lead a team and develop effective working relationships with colleagues in partner organisations (A/I)
- Ability to lead and influence teams through a period of change (A/I)
- Ability to provide clear leadership and clearly communicate the vision and direction of the service (A/I)
- Ability to foster innovation and new ways of working (I)
- Ability to analyse information and advise and make decisions on complex cases (E)
- Excellent communication skills both verbally and in writing (A/I)
- Good interpersonal skills enabling productive working relationships with staff, colleagues, and partners (I)
- Ability to plan, prioritise and oversee the management of the team (I)
- Good supervisory skills, including reflective supervision (A/I)
- Ability to audit social work practice and drive improvement (A/I)
- Effective in the chairing of meetings, ensuring clear plans/outcomes to be achieved (A/I)
- Ability to monitor performance and ensure targets are met and standards are achieved, in terms of consistency and quality (I)
- Ability to use IT effectively to support communication, workload, and a flexible working approach (A)

- Good understanding of the role of being a Corporate Parent in line with the Corporate Parenting Principles (A/I)
- Ability to deal with complaints in an effective manner (I)

Desirable

- Ability to manage a team budget efficiently and make good use of resources

Commitment

Essential

- To work within and meet the Social Work England Professional Standards, including continuing Social Work England registration (A/I)

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) at an Enhanced level