

Practice Manager Fostering–2-year fixed contract

Service	Reporting to	Location	Grade	Salary	Hours
People	Service Manager	Various	5A	£56,293 £58,146	36 hours per week Mon - Fri

About the role

We are seeking a highly skilled and experienced fostering manager to lead our Mainstream Fostering Team and drive high-quality, relational, regulation-compliant practice across our service. This is a pivotal leadership post with responsibility for the supervision, support and development of foster carers and staff, the quality of assessments, and the progression of safe, timely permanency plans for children.

As a Practice Manager, you will provide confident operational leadership, deliver strong quality assurance, champion Mockingbird, Family Partnership Model and Therapeutic Care Giving and ensure a culture of reflective, child-centred practice as well as other key themed areas of practice and development. You will be part of a supportive, ambitious team committed to continuous improvement and a high-support, high-challenge ethos.

Key Responsibilities

Leadership & Management

- Lead, supervise and develop a team of Fostering Supervising Social Workers, ensuring high standards of reflective, strengths-based and relationship-focused practice.
- Provide decisive management oversight, including one-week-on/one-week-off fostering duty, responding to placement requests, safeguarding issues and urgent pressures on a busy fostering team.
- Build a motivated, resilient team culture that promotes creativity, accountability and professional growth.
- Act as a visible leader who sets clear expectations and maintains excellent standards across practice, recording and compliance.

Quality Assurance & Regulation

- Audit, review and quality-assure fostering assessments, connected carers assessments, foster-to-adopt assessments, SGO reports and SGO support plans.

- Ensure full compliance with:
 - Fostering Regulations 2011 & National Minimum Standards
 - Care Planning, Placement and Case Review Regulations (2010, 2015, 2021)
 - IRM Regulations 2009
 - Special Guardianship Regulations 2005
- Maintain strong, accurate management oversight and ensure effective case recording, data quality and information governance.
- Act as Panel Advisor when required, offering clear regulatory advice and professional challenge.

Permanency & Safeguarding

- Drive timely progression of permanency plans, ensuring no drift or delay.
- Provide oversight and support for LADO referrals, including communication with carers and ensuring follow-up actions are completed.
- Work closely with safeguarding partners, children's teams and other internal services to ensure safe, consistent decision-making.

Service Development & Improvement

- Contribute to policy development and lead updates to guidance and procedures, ensuring alignment with legislation, best practice and service priorities.
- Prepare clear, accurate weekly and monthly performance reports and represent the fostering service in internal and external forums.
- Support and monitor implementation and fidelity of Mockingbird Hubs, ensuring strong outcomes and high-quality data.
- Lead and contribute to continuous improvement projects across the service and wider directorate.

Foster Carer Recruitment, Retention & Support

- Support the development and delivery of our recruitment and retention strategy, helping us strengthen and grow our fostering community.
- Build positive, collaborative relationships with foster carers, including supporting our Foster Carer Association (FCA).
- Oversee training, mandatory requirements and learning pathways for fostering households, promoting excellence and carer satisfaction.

Candidate Requirements - What We're Looking For

You will bring:

Professional Expertise

- Significant experience in fostering management, supervision and service oversight with minimum experience as an Advanced Social Worker/ Advanced Practitioner or Fostering Manager
- A strong understanding of fostering legislation, regulatory frameworks and best practice.
- Proven ability to manage complex casework and make confident, evidence-based decisions.
- Registration with Social Work England and a recognised social work qualification.

Leadership Qualities

- Ability to lead with clarity, integrity and confidence, modelling our organisational values.
- Experience motivating, developing and supporting staff to achieve shared outcomes.
- Excellent communication skills and the ability to translate complex information into clear, accessible messages.
- Ability to build strong, productive relationships with carers, colleagues and partners.
- Analytical skills and the ability to use insight and data to influence service development.

Personal Attributes

- A reflective, strengths-based approach, maintaining resilience in challenging circumstances.
- Initiative, autonomy and personal accountability.
- Flexibility to work outside of core hours when service needs require.
- Ability to travel as needed for visits, meetings and duty commitments through use of the Council's Co-Wheels scheme, which requires a driving licence having been held for two years or your own vehicle as a casual mileage user.

What We Can Offer You

We are committed to investing in the development and wellbeing of our leaders. In this role, you will benefit from:

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Leadership Development

- Access to our #LeadingSalford programme, including Master Classes in Breakthrough Conversations, Values to Action and Coaching for Performance.
- Management Essentials training and strength-based practice development.

Professional & Digital Development

- Over 200 online courses through our learning platform.
- Opportunities for coaching, mentoring and shadowing.
- Support to undertake relevant qualifications through apprenticeship and professional development routes.

A Supportive, Vision-Led Organisation

Our vision is to create *a fairer, greener and healthier Salford*.

We value Pride, Passion, People and Personal Responsibility, and we expect our leaders to model these every day in how they support staff and deliver services.

You will join a service committed to innovation, relational practice, continuous improvement and delivering the best outcomes for children, carers and families.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work, including coaching, mentoring and shadowing. Options should be discussed with your line manager.

Developing your leadership skills

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford programme. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. This will be achieved through our core Master Classes: Breakthrough Conversations, Engage for Success, Values to Action and Coaching for Performance and Potential. The Master Classes are designed to help you meet the expectations that we have of our Salford leaders. In addition to the core Master Classes, we also provide courses such as Management Essentials, Health and Wellbeing at Work, Strength-Based Conversations, and Financial Skills for Non-Financial Managers.

Online learning

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Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management, Leadership and Management which are available to learn at your own convenience and pace.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

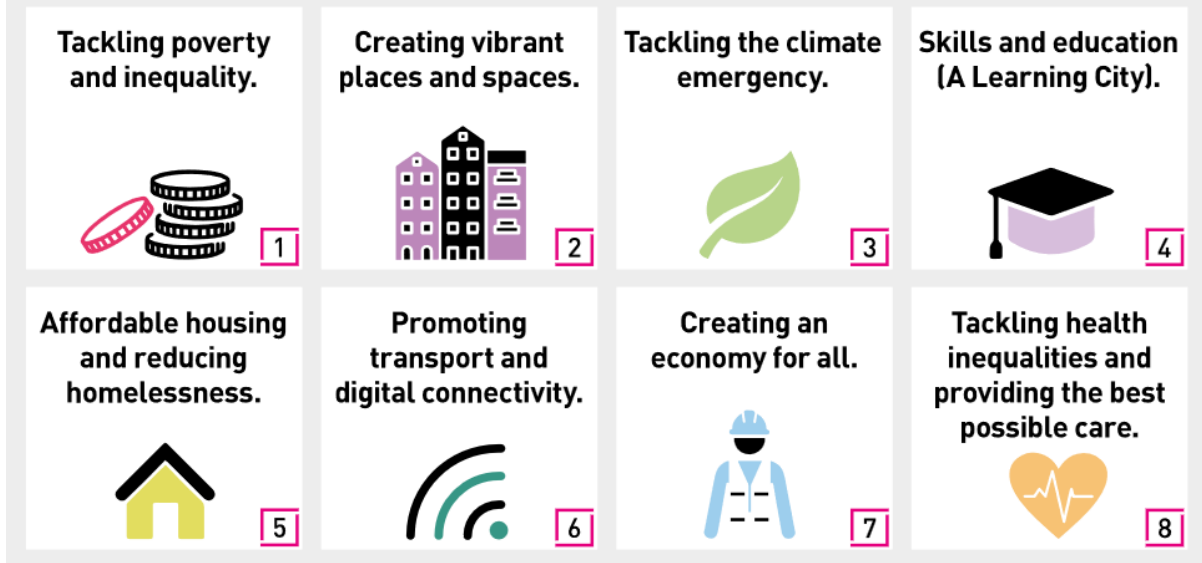
Our vision and priorities

Our vision

The council has a vision is to create '**A fairer, greener and healthier Salford**'. To help us achieve this vision we have identified some key priorities to tackle the problems people in Salford are currently facing, [the Great Eight](#).

Salford is beginning a journey of economic transformation, with the mapping out of the city's economic future through key pieces of city council work. We're calling this [The Salford Way](#).

The Great Eight are:



Our leadership behaviours

As a values-based leader you will:

- Model the values and embed them into the way your team delivers services.
- Hold people accountable for demonstrating the values.
- Respect and care for others, treating everyone fairly, valuing and welcoming diversity, respecting people's identity, listening and acting on the things people say to enable everyone to achieve their full potential.
- Be honest, taking responsibility for your actions and decisions.
- Use resources that you are trusted with wisely.

To lead others, you will:

- Listen to understand, not to defend.
- Give people the freedom to use their initiative.
- Provide opportunities for people to discuss and solve problems and issues – focussed on learning, not blame.
- Regularly provide coaching and support to others to help them achieve their objectives and potential.
- Appreciate and build on people's strengths.
- Motivate, engage, encourage and inspire others in order to be the best they can be.
- Build lasting productive relationships with residents, partners and elected officials.

To lead outcomes, you will:

- Be visible, inject pace, vigour and purpose.
- Expect high standards; mediocrity is not acceptable.
- Take an evidence and whole system approach in making decisions.
- Maximise technology and models to deliver quicker, easier, better services.

- Have a digital mindset, fully utilising digital systems and solutions to deliver services efficiently and effectively.
- Set context and challenging goals that will motivate people to take ownership, maximise performance, and develop.

To build and communicate a vision for the future you will:

- Be optimistic and ambitious for the city and its people, helping others to understand the need to change how we do things.
- Build strong collaborative relationships to find creative ways to make services more sustainable and flexible.
- Recognise and value the strengths of people and places, taking a strengths-based approach to make the most of opportunities.
- Support people through change, in undertaking new things, and taking risks.
- Take a place and whole system approach in designing, delivering, and leading services developing solutions with our partners.
- Ensure inclusion is integral to service delivery and organisational performance and develop a resilient, diverse workforce who reflect the increasing diversity of our city.
- Be optimistic and ambitious for the city and its people, helping others to understand the need to transform public services.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

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