

Your job

Job Title: Team Manager Cared For Children's Commissioning

Service: Children's Commissioning, Provider Services

Grade: G12

Reporting to: Service Manager Cared For Children's Commissioning

As Team Manager within the Children & Families Directorate, you will support the Service Manager Commissioning to manage the strategic development, operational delivery, performance, human and financial resources within the cared for children's home finding team.

You will be responsible for ensuring that the service delivery is underpinned by The Progress with Unity missions and that the Local Authorities home finding sufficiency and commissioning ambitions are realised through effective leadership and management, within your service area. You will support staff, enabling a strength-based approach to service delivery. You will support the Service Manager in ensuring that the home finding team and commissioning service is highly effective, outcome based and meets statutory, financial, and legal requirements through highly effective performance management oversight.

You will operate in an environment of transformational change and innovation, be able to manage change in a time of financial constraints whilst providing clear and effective leadership to teams.

Through the implementation of The Progress with Unity missions you will demonstrate and encourage others to be creative, innovative and improve service delivery, demonstrating improved outcomes and value for money.

You will develop and maintain effective partnership working with key partners and stakeholders including, health, private &

voluntary organisations, schools, colleges, private providers, and other local authorities within the Greater Manchester region

You will be central in developing the whole work force, fostering a culture of continued learning, adoption of best practice, developing aspirational future leaders within the organisation.

You will have operational accountability for the placements team and your role is pivotal to develop, promote and govern excellent sufficiency practice and develop excellent practitioners.

Shape and influence the placement finding function demonstrating confident analysis and decisions making. You will ensure that supervision is reflective, challenging and explorative to enable informed decision making on cases that occurs to safeguard children.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (UKGDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

On an ongoing basis you will:

- Accountable for the home finding function for children in care
- Maximising value and benefit from contractual mechanisms leading on new and innovative local arrangements delivered by the Sufficiency Strategy
- Convening the Sufficiency Panel and ensure its effectiveness
- Maintaining robust oversight of the Home Finding Budget including work on high-cost homes and the delivery of the Multi Agency Resource Panel

- Managing the placement finding team and have oversight of the process, facilitating appropriate timely matches to quality and value for money homes for children
- Support the Service Manager Commissioning in market shaping for Children's Services, employing the use of ethical local residential homes provision, wrap around care, post 16 provision tender and negotiating contracts with IFAs.
- Contribute to the Community Wealth Building agenda maximising the use of the 'Wigan Pound'.
- Contribute to service review and redesign (Fostering Service Improvement, SAILs, SEND, Short Breaks, Joint Commissioning approaches).
- Partnership working with Children's Social Care with alignment to the care planning role
- Facilitating complex negotiation of care packages with providers
- Ensuring financial, legal and regulatory compliance in these transactions
- Liaising with Greater Manchester Combined Authorities and Placements Northwest developing collaborative commissioning mechanism for placements
- Support the operational delivery of services to support the change in children's statutory services and have the skills to drive innovation in practice
- Ensuring your team is highly effective and high performing and works collaboratively with other agencies and key stakeholders to provide a team around the child approach to assessment and planning
- Supervising staff and resources within the team as part of the delivery of high-quality services to children and families according to the aims and objectives of the service
- This will also include practice observations. You will have responsibility to ensure that your team meets statutory requirements set thorough legislations and guidance in respect of children in need and in need of protection, looked after children and care leavers, including those with disabilities.
- You will develop and build on existing partnership working arrangements to promote collaborative multi-agency working, ensuring the maintenance of shared decision-making arrangements, holding key partners to account and ensuring that data across services is gathered and analysed.
- In your role you will be expected to manage and respond to complaints within the service and support any learning opportunities in order to improve practice and outcomes for children and families.
- You will be accountable and will contribute and attend relevant

panels and meetings in order to promote effective home finding planning and for children and families.

- You will promote the integration of children's social care services across the service delivery footprint. You will have a strong focus on developing a collaborative approach with Family Help and Family Safeguarding teams, our schools and education settings that ensure a whole family approach to children's home planning.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need:

You must be able to demonstrate the following essential requirements:

- Be experienced in the home finding and commissioning processes having lead teams who undertake this function
- Hold a relevant professional qualification with management experience of statutory specialist services and/or relevant experience
- Significant knowledge and fundamental understanding of sufficiency, current research, innovation and good practice standards in relation to children & families, cared for children, care leavers and residential care provision at a local and national level
- In depth knowledge of statutory and legislative frameworks which underpin effective care planning
- Leadership skills and the ability to promote and gain commitment to the organisation's policy and objectives
- Excellent negotiation and influencing skills, with internal and external stakeholders
- The ability to successfully plan for and effectively contribute to OFSTED inspection processes
- The ability to manage a heavy workload under pressure and meet competing deadlines
- A good decision maker who can make critical decisions using your own initiative
- Experience of working with key stakeholders to ensure collaboration and partnerships
- The ability to work as part of a team and as an individual, with an innovative approach to recognising problems and providing solutions.

Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”