



PERSON SPECIFICATION

Deputy Team Manager - March 2024

QUALIFCATIONS	Essential	Desirable
Recognised Social Work qualification	x	
Registration with Social Work England	x	
Practice Educator		x
Management qualification		x
KNOWLEDGE		
In depth knowledge and experience of childcare law and practice including all relevant legislation, practice guidance, relevant national policies and procedures relating to adoption.	x	
Knowledge and skills to facilitate communication, recording, report writing and data collection.	x	
Detailed understanding of the Impact of early trauma on neurological, social, and emotional development. Of Attachment issues and impact of loss and grief.	x	
Understanding the holistic needs of children, young people and their families facing adoption, including attachment, and the impact of trauma, abuse, and neglect	x	
Knowledge of interventions used in direct work with families and children		x
Specific knowledge in relation to other forms of permanence – step-parent adoption, SGO, Kinship carers and inter country adoption.		x
Understanding of Theraplay/therapeutic parenting and the benefits of PACE parenting (DDP etc.)		x
SKILLS		
Proven ability of working successfully to deadlines	x	
Ability to relate to adults, children, and young people	x	
Able to use initiative, anticipate issues, solve problems creatively and be accountable for decisions made	x	
Ability to communicate to a high standard both verbally and in writing, with internal and external agencies		
Evidence of leadership and team building		x
Able to work in an anti-discriminatory way	x	
Ability to produce coherent, well evidenced, and analytical reports and recording and understand.	x	

the legal implication of recording practice		
Ability to manage workload e.g. effective time management, planning and prioritising	x	
Ability to work constructively as part of a team	x	
Ability to delegate, work collaboratively and remain accountable and be responsive to supervision.	x	
Expertise in presenting information to an audience or to groups on training.		x
EXPERIENCE		
Three years' post qualification experience	x	
At least three years' experience of working in an adoption setting within the past five years	x	
Experience of working with children, young people, parents, and carers including assessment and providing support, experience of permanency planning	x	
Experience of supervising social workers, social work assistants, carers, students, or volunteers and encouraging professional development.	x	
Experience of working in partnership with other professionals/agencies.	x	
To be computer literate with ability to use databases and run reports.	x	
Experience of working for a charity or not-for-profit organisation		x
ATTITUDES AND VALUES		
Flexible and positive commitment to family placement through Adoption	X	
Respect for the confidentiality of all users of the services offered	X	
Keen sense of justice and determination to challenge discrimination in any form	X	
Honesty, integrity and non-judgemental in activities related to the work of the Agency	X	
Commitment to equal opportunities	X	
Commitment to professional training and personal development	X	
Commitment to supervision processes and ability to seek advice as appropriate	X	
Commitment to promote and deliver a positive vision of the Agency and its work	X	
OTHER FACTORS		
Car owner		x
Current driving license		x
Flexibility for occasional weekend and evening working	X	
A willingness to cover a wide geographical area	X	