

## Manager Recruitment Template

Name of Team	Adult Transition Team	
Name of Manager	Daron Perkins	
Manager's Contact Details	Email: daron.perkins@iow.gov.uk	Telephone No: 019083 821000 ext 6582

### 1. Pen picture of Teams (points below for illustrative purposes)

Key Activities	<ul style="list-style-type: none"> <li>• Completion of Strengths based Care Act Assessment and Support Plans for eligible young people under the age of 18 who require ongoing support into adulthood in preparation for transition to adult social care at age 18.</li> <li>• Implementation of departmental Safeguarding procedures.</li> <li>• Ongoing review of support plans until transition arrangements are settled at which point support will transfer for ongoing review.</li> </ul>
Key Outcomes	<ul style="list-style-type: none"> <li>• Promotion of departmental Care Close to Home programme so that maximising independence and living as independent a life as possible are the cornerstone to all decisions.</li> <li>• Young people are supported to lead independent, fulfilling lives that reflect the aspirations and desires of other young people of a similar age.</li> <li>• The young people we serve plan and direct the support they require and remain autonomous. Where this is not feasible all possible steps are taken to ensure that the young person remains at the centre of all decision making.</li> <li>• Provision of creative support arrangements that underpin the development of independence through access to a personal budget and the use of Personal Assistants.</li> <li>• Utilisation of smart technology that supports the promotion of independence.</li> <li>• Increase uptake of individual tenancies and other personalised living arrangements including access to Shared Lives arrangement.</li> <li>• Young people develop a range of independent living skills becoming increasingly autonomous as the support provided reduces as independence increases.</li> <li>• Ongoing reduction in the over reliance of residential provision to meet need.</li> </ul>
Key Service Users	<ul style="list-style-type: none"> <li>• Young people aged 16-18 with eligible needs who require transitional planning in preparation for receiving social care support from their 18<sup>th</sup> birthday.</li> </ul>

## Role of Consultant Practitioners in Teams

Oversight of Practice	<ul style="list-style-type: none"> <li>• Provision of practice oversight to promote the highest standards of service delivery through formal supervision, informal day to day case discussions and via case review and audit.</li> <li>• Lead and where appropriate coordinate MARM, Safeguarding, Blue Light and other multi-agency meetings.</li> <li>• Joint case work to assist staff development.</li> <li>• Referral management and case allocation.</li> <li>• Attendance at weekly funding verification panel.</li> <li>• Oversight and action to improve team performance, data collection and data cleansing.</li> <li>• Assistance in management of complaints.</li> <li>• Implementing lessons learned from serious case reviews etc.</li> <li>• Lead in development of reflective practice.</li> <li>• Development of specific project work.</li> <li>• Deputise in managers absence.</li> <li>• Joint work with partner agencies in developing transition related practice and documentation.</li> <li>• Ensure team members consider all possible funding streams including Continuing Health Care etc.</li> </ul>
Carrying Limited Caseload	<ul style="list-style-type: none"> <li>• Consultant Practitioner will hold a limited caseload of the most complex and challenging cases where reputational risk is an issue or high risk is present.</li> </ul>
Authorising Assessments etc	<ul style="list-style-type: none"> <li>• Quality control and authorisation of assessments and support plans.</li> </ul>
Supervision of Staff	<ul style="list-style-type: none"> <li>• Supervision will be cascaded through the team with the Consultant Practitioner supervising an agreed number of staff.</li> </ul>

etc

## 2. Role of Social Workers in Teams

Key Activities	<ul style="list-style-type: none"> <li>• Completion of timely strengths based, Care Act Assessments in preparation for the delivery of support to the young person to start on their 18<sup>th</sup> birthday.</li> <li>• Support plans will focus on creatively promoting the development of independence regardless of the young</li> </ul>
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	<p>person's abilities.</p> <ul style="list-style-type: none"> <li>• Completion of regular quality reviews that ensure support is targeted and new goals set that continue to enhance independence.</li> <li>• Implementation and promotion of departmental safeguarding procedures.</li> <li>• Requirement to develop and adhere to ongoing development as required by practitioners registering body.</li> <li>• Attendance at all relevant meetings in relation to the individual i.e. school reviews, safeguarding meetings etc.</li> <li>• Adherence to departmental recording policy.</li> <li>• Promotion of Personal Budgets to provide the individual with more control over the support they require.</li> <li>• Ensure that all relevant support and funding streams have been explored i.e. Continuing Health Care.</li> </ul>
Key Competencies	<ul style="list-style-type: none"> <li>• Knowledge of key legislation and best practice guidance, understanding practice implications and delivery of highest standards i.e. Care Act, Mental Capacity Act etc.</li> <li>• Ability to practice safely and effectively within scope of practice.</li> <li>• Excellent communication skills and the ability to develop positive relationships with all concerned to facilitate that ensure the best outcome for the individual.</li> <li>• Ability to challenge and manage potential conflict.</li> <li>• Timely and accurate recording.</li> <li>• Ability to manage priorities effectively.</li> <li>• Clear understanding of Safeguarding procedures and requirement to take proportionate action.</li> <li>• Understanding of data protection requirements.</li> <li>• Demonstration of reflective practice that informs ongoing development.</li> <li>• Awareness of cultural, equality and diversity and disability issues.</li> </ul>
Key Outcomes	<ul style="list-style-type: none"> <li>• Promotion of departmental Care Close to Home programme so that maximising independence and living as independent a life as possible are the cornerstone to all decisions.</li> <li>• Young people are supported to lead independent, fulfilling lives that reflect the aspirations and desires of other young people of a similar age.</li> <li>• The young people we serve plan and direct the support they require and remain autonomous. Where this is not feasible all possible steps are taken to ensure that the young person remains at the centre of all decision making.</li> <li>• Provision of creative support arrangements that underpin the development of independence through access to a personal budget and the use of Personal Assistants.</li> <li>• Utilisation of smart technology that supports the promotion</li> </ul>

	<p>of independence.</p> <ul style="list-style-type: none"> <li>• Increase uptake of individual tenancies and other personalised living arrangements including access to Shared Lives arrangement.</li> <li>• Young people develop a range of independent living skills becoming increasingly autonomous as the support provided reduces as independence increases.</li> <li>• Ongoing reduction in the over reliance of residential provision to meet need.</li> <li>• Young people remain safe whilst recognising that those with capacity have the right to take risks.</li> </ul>
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### 3. Role of Social Care Officer in Teams

Key Activities	<ul style="list-style-type: none"> <li>• Completion of timely strengths based, Care Act Assessments in preparation for the delivery of support to the young person to start on their 18<sup>th</sup> birthday.</li> <li>• Support plans will focus on creatively promoting the development of independence regardless of the young person's abilities.</li> <li>• Completion of regular quality reviews that ensure support is targeted and new goals set that continue to enhance independence.</li> <li>• Understanding departmental safeguarding procedures and scope and role within this.</li> <li>• Requirement to develop and adhere to ongoing development as required by practitioners registering body.</li> <li>• Attendance at all relevant meetings in relation to the individual i.e. school reviews, safeguarding meetings etc.</li> <li>• Adherence to departmental recording policy.</li> <li>• Promotion of Personal Budgets to provide the individual with more control over the support they require.</li> <li>• Ensure that all relevant support and funding streams have been explored i.e. Continuing Health Care.</li> </ul>
Key Competencies	<ul style="list-style-type: none"> <li>• Knowledge of key legislation and best practice guidance, understanding practice implications and delivery of highest standards i.e. Care Act, Mental Capacity Act etc.</li> <li>• Ability to practice safely and effectively within scope of practice.</li> <li>• Excellent communication skills and the ability to develop positive relationships with all concerned to facilitate that ensure the best outcome for the individual.</li> <li>• Ability to challenge and manage potential conflict.</li> <li>• Timely and accurate recording.</li> <li>• Ability to manage priorities effectively.</li> <li>• Clear understanding of Safeguarding procedures and</li> </ul>

	<p>requirement to take proportionate action.</p> <ul style="list-style-type: none"> <li>• Understanding of data protection requirements.</li> <li>• Demonstration of reflective practice that informs ongoing development.</li> <li>• Awareness of cultural, equality and diversity and disability issues.</li> </ul>
Key Outcomes	<ul style="list-style-type: none"> <li>• Promotion of departmental Care Close to Home programme so that maximising independence and living as independent a life as possible are the cornerstone to all decisions.</li> <li>• Young people are supported to lead independent, fulfilling lives that reflect the aspirations and desires of other young people of a similar age.</li> <li>• The young people we serve plan and direct the support they require and remain autonomous. Where this is not feasible all possible steps are taken to ensure that the young person remains at the centre of all decision making.</li> <li>• Provision of creative support arrangements that underpin the development of independence through access to a personal budget and the use of Personal Assistants.</li> <li>• Utilisation of smart technology that supports the promotion of independence.</li> <li>• Increase uptake of individual tenancies and other personalised living arrangements including access to Shared Lives arrangement.</li> <li>• Young people develop a range of independent living skills becoming increasingly autonomous as the support provided reduces as independence increases.</li> <li>• Ongoing reduction in the over reliance of residential provision to meet need.</li> <li>• Young people remain safe whilst recognising that those with capacity have the right to take risks.</li> </ul>