

Job Advertisement

Team Leader – Oxford

Salary: £25,000

Hours: Full-time (Monday – Friday)

Accountable to: Service Manager

Responsible for: Intervention Staff

Location: Oxford, Oxfordshire (+ occasional travel to other locations)

Start Date: (August 2018) or by 3rd September 2018

Application Closing Date: 20th August 2018

Do you have a passion for improving the lives of vulnerable young people? One-Eighty is a psychology behaviour support charity that reengages young people with their learning through supporting their mental, emotional, educational, and behavioural needs. We have an exciting vacancy which primarily involves managing a team of intervention staff to continue to maintain our high quality service, whilst working under Senior Management to deliver on strategy in order to further grow the charity and ensure that we are turning lives around.

Initially the role will involve a handover period whereby you will be part of a Frontline Management Team (Team Leader – West London and Step Change Role) supporting the intervention staff to deliver their case load, through monitoring, supervision, and guidance, alongside managing the referrals and case allocation process in conjunction with fellow colleagues in order to develop and produce data reports for the Service Manager to share with the Senior Management Team. Alongside these essential aspects of the role, you will maintain a small caseload of your own and ensure that service controls such as safeguarding, policies and training opportunities are upheld to a high standard within your team.

You will receive training in supervision, management, and the psychological aspects of the role, and will receive regular supervision on a monthly basis yourself. You will have experience of working with highly challenging young people, and have confidence and passion to deliver interventions to make a difference to the lives of some of the most vulnerable young people in Oxfordshire.

Key Responsibilities:

- Maintain high quality day-to-day management, monthly supervision and general support for intervention staff.
- Identify training needs across the team, and provide coaching and career development opportunities.
- Work alongside Frontline Management Team, under the guidance of the Service Manager, to create, develop and report on intervention and staff data to improve on the quality of work and grow the charity.
- Design and deliver 1:1 interventions for young people and families.
- Contribute to strategy on Team Days and Vision Days.
- Take lead, and mirror to intervention staff, at essential meetings such as Child Protection Conferences and presentations to various Social Work teams under the guidance and direction of the Service Manager.

You will be working as part of a larger team (both locally within your location and across the organisation), but will also frequently be on your own working independently to manage your tasks and conducting interventions. It is crucial that you are able to communicate clearly to both young people, their parents/foster carers, and a wide range of

professionals. You will be required to work within the young person’s home, their community, and at the young person’s school at times. Some of the families you will be supporting will have complex living situations, and may be open to social services. You will need to feel confident in being a key point of stability in the lives of these families, and demonstrating to your staff how to present yourself.

As a member of the charity, and as Team Leader, you will be asked to support the production and organisation of various fundraising events and conferences; contribute to publications of One-Eighty such as our Annual Report and understand the ethos and culture of working within a charity, ensuring that you encourage and motivate your team to be as committed.

The role is as demanding as it is rewarding and exciting. No day will be the same, and no young person we work with leaves unchanged.

Requirements of the role	
Essential Criteria	Desirable
Degree / equivalent to in Psychology, Social Work, PGCE, Occupational Therapy.	Experience or demonstrates high quality skills in leading and managing staff (at least 6 months – 1 year).
Leadership Skills including experience of leading others in the workplace	Experience or shows prospects of an ability to Supervise a high number of staff in order to support them to successfully achieve CPD goals and aims of an organisation.
Has good reflective qualities of own practice and application of feedback received to develop within role.	Ability, experience, or shows prospects of supporting challenging staff with a range of needs and queries to enable them to develop as practitioners and to achieve the aims of their role.
Ability to evidence an understanding of the need to safeguard children and young people including adhering to policies and procedures, and communicating this to others.	Experience of recruitment processes including interviewing and shortlisting.
At least 2 years’ experience of working with and supporting young people (primary and secondary age) with complex needs such as ASD, ADHD, diagnosed mental health issues.	Coaching, course experience, or qualification in leadership or management.
Experience of at least 1 year working with parents / carers of young people with complex needs.	Experience of planning and making presentations to an audience in a charismatic, engaging, and effective manner.
Experience of at least 1 year working with, and communicating to, professionals at a range of levels such as teaching staff to governors of schools, CAMHS professionals, Social Services etc.	Understanding of the importance of how to manage a small budget, and able to record and report its use.
Good telephone and email communication which effectively and professionally presents accurate information to gain a necessary and required response.	Experience and understanding, in addition to ability to identify challenging HR issues.
Good and high quality written and reporting work which is undertaken independently.	Evidence an ability to communicate a passion and understanding of the organisation’s vision, its goals, and have a personal desire to support it to thrive.

Demonstrated ability of working with others from different departments to work towards a common goal (e.g. working with colleagues across different locations).	Good knowledge of existing behaviour support programmes and services.
Experience of effective teamwork and ability to demonstrate the importance of this, in addition to strong independent working.	Experience of adapting resources or techniques to meet the needs of children and young people.
A Full UK driving licence and access to a car, able to acquire business insurance to allow you to transport young people.	Additional professional qualifications suited toward this field of work (i.e., Management Training, 'Team Teach', CBT or DBT qualifications).
Ability to work flexibly to meet the demands of the role (e.g., occasional evenings and weekends to run a stand at an event).	

One-Eighty is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Our recruitment and selection process reflects this commitment.

This post is subject to a Disclosure and Barring Service Check. Two references will be required, one of which must be your current or most recent employer. If you are shortlisted, these will be followed up prior to your interview. One-Eighty has a policy for the recruitment of ex-offenders, which is with the application form.

All applicants will be asked to complete an occupational health questionnaire if they are successful at interview. A staff wellbeing plan is standard practice for all staff to complete during induction as part of supporting them to work on complex cases.

PLEASE NOTE: this job description outlines the key accountabilities of, and output required from, the post-holder. It is not a definitive summary and the role may well change and evolve over time. From time to time you may be asked to work at different sites to meet the organisations need. Our office is currently in Botley, Oxford but the role requires travel throughout the county of Oxfordshire (travel expenses are paid).

To Apply: Download an application form from our website - click here and scroll to the bottom of the page: <http://one-eighty.org.uk/about-us/> and send it to: nina.bawden@one-eighty.org.uk