

Job Description

Job Title: **Youth Justice Area Team Manager**

POSCODE:

Grade: P3

Overall purpose of the job

To manage a multi disciplinary team and ensure the effective delivery of services for children and young people who have offended or are at risk of offending.

The Area Team Manager will be responsible for managing spending for part of that budget and supervising at least 7 members of staff, if full time.

The Management Team will be involved in negotiations with partner organisations in relation to the staff they supervise.

The Area Team Manager will be responsible for supervising County based posts who will be working with the Caseholders based in the Area Teams.

Main accountabilities

Please list the accountabilities in descending order of priority.

	Main accountabilities
1.	Lead and manage a multidisciplinary Youth Justice team Provide effective leadership, supervision, and development of staff to deliver high-quality services and achieve positive outcomes for children, victims, and communities.
2.	Ensure safe and effective casework practice Oversee assessment, planning and intervention delivery, ensuring all work is timely, evidence-based, and promotes safeguarding and public protection.
3.	Manage risk and complex casework Provide oversight and decision-making for high-risk and complex cases, ensuring compliance with case management guidance, safeguarding procedures, MAPPA and statutory requirements.
4.	Drive performance and quality assurance Monitor and improve service performance through effective quality assurance, data analysis, and compliance with YJB standards and inspection frameworks
5.	Lead partnership working and multi-agency collaboration Develop and maintain strong partnerships across agencies to deliver integrated services and improve outcomes for children and young people
6.	Deliver service improvement and strategic development Contribute to service planning, lead improvement initiatives, and implement changes in response to inspection findings and local priorities.
7.	Manage resources and ensure value for money

	Oversee staffing and financial resources effectively, ensuring services are delivered within budget and aligned to priorities.
8.	<p>Ensure effective operational service delivery</p> <p>Provide management oversight of court, duty and out-of-hours arrangements, ensuring responsive and consistent service provision. This will include participating in an on-call rota that covers Saturdays and Bank Holidays.</p>
9.	<p>Promote participation, accountability and professional standards</p> <p>Ensure the involvement of children, young people and families in service design and delivery, and manage complaints, governance and reporting requirements effectively.</p>
37.	<p>Safeguarding commitment</p> <p>We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.</p>

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Professional Qualification in Social Work or Probation <u>or</u> Youth Justice Degree and significant Youth Justice Practice Experience	Social Work or Probation	Essential
Certificate in Effective Practice	Youth Justice	Desirable
Management Qualification	Management & Leadership	Desirable
Departmental supervision training or equivalent		Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge		
Youth Justice and legislation	Strong working knowledge of youth justice, criminal justice and children's legislation, including safeguarding frameworks and statutory responsibilities	Essential
Policy and Practice	Understanding of national youth justice policy, standards and inspection frameworks (e.g. HMIP, YJB) and their application in practice	Essential
Safeguarding	Knowledge of risk assessment, risk management, MAPPA processes and safeguarding procedures in complex cases	Essential
Intervention Approaches	Understanding of evidence-based interventions to reduce reoffending and improve outcomes for children, victims and communities	Essential

Partnership Working	Knowledge of multi-agency systems across children's services, health, police, probation and education	Essential
Performance & Quality Assurance	Understanding of performance frameworks, data analysis and quality assurance processes to improve service delivery	Desirable
Skills		
Leadership & Management	Ability to lead, motivate and develop a multidisciplinary team, creating a high-performance and accountable culture	Essential
Decision Making	Ability to make sound, defensible decisions in complex, high-risk situations	Essential
Supervision	Skilled in providing reflective, challenging and supportive supervision to staff	Essential
Communication	Excellent interpersonal and communication skills, including ability to influence partners and represent the service	Essential
Partnership Working	Proven ability to work collaboratively and build effective relationships across agencies	Essential
Planning & Organisation	Ability to prioritise competing demands, manage workloads and ensure timely service delivery	Essential
Performance Management	Ability to monitor performance, analyse data and take action to improve outcomes	Essential
Change Management	Ability to lead and implement change and service improvement initiatives	Desirable
IT & Systems	Competent in case management systems and use of data to inform decision making	Essential
Financial Management	Ability to manage budgets and resources effectively	Desirable
Leadership & Management	Ability to lead, motivate and develop a multidisciplinary team, creating a high-performance and accountable culture	Essential
Decision Making	Ability to make sound, defensible decisions in complex, high-risk situations	Essential

Supervision	Skilled in providing reflective, challenging and supportive supervision to staff	Essential
Experience		
Youth Justice / Criminal Justice / Social Care	Significant experience working in a relevant field, including responsibility for complex cases	Essential
Leadership	Experience of supervising, managing or leading staff or teams	Essential
Complex Casework	Extensive experience managing high-risk, complex cases involving safeguarding and public protection	Essential
Multi-Agency Working	Experience of working effectively in multi-agency environments and contributing to joint decision-making	Essential
Performance & Quality	Experience of monitoring performance and improving service quality	Essential
Change & Improvement	Experience of leading or contributing to service development and organisational change	Desirable
Managing Performance	Experience of addressing poor performance and supporting improvement	Essential
Data & Analysis	Experience of using management information and data to drive improvements	Desirable
Youth Justice / Criminal Justice / Social Care	Significant experience working in a relevant field, including responsibility for complex cases	Essential
Equality, Diversity and Inclusion (applies to all roles).	Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.	Essential
Net Zero (applies to all roles).	Ability to contribute towards our commitment of becoming a net zero organisation.	Essential
Safeguarding (applies to all roles working with children/vulnerable adults)	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks ✓

Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid)	Fixed	Hybrid ✓	Field	Remote	Mobile
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