

## **Job Description**

<b>DIRECTORATE:</b>	Children and Family Services
<b>DEPARTMENT:</b>	Edge of Care Services
<b>POST:</b>	Edge of Care Services Deputy Team Manager
<b>GRADE OF POST:</b>	GR13
<b>RESPONSIBLE TO:</b>	Edge of Care Services Team Manager

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### **JOB PURPOSE:**

Assist the Team Manager in the management and coordination of the Edge of Care service, which delivers intensive, trauma-informed support to children, young people and families at risk of entering the care system.

This post has a specific operational focus on the Exploitation and Adolescence element of the service, providing leadership, supervision and oversight of specialist staff working with young people at risk of or affected by exploitation, extra-familial harm and complex adolescent safeguarding issues.

Have operational management responsibility for the Rapid Response and Connecting Families teams, supporting the delivery of short-term crisis interventions and structured 12-week support packages. This includes providing reflective supervision, promoting trauma-informed and relational practice, and ensuring the consistent implementation of Tier 3 interventions

Deputise for the Team Manager in their absence, assuming responsibility for the wider Edge of Care service.

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### **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- **Assist the Team Manager:**
  - in the day-to-day delivery of Edge of Care services, ensuring timely, trauma-informed, and effective support to children, young people, and families at risk of entering care.
  - with the operational oversight and development of the Exploitation and Adolescence service, including managing referrals, allocations, and multi-agency partnership working related to extra-familial harm and complex adolescent safeguarding issues.
  - by providing managerial oversight of the Rapid Response and Connecting Families teams, supporting the delivery of short-term crisis responses and structured 12-week interventions, with a focus on consistent, high-quality, trauma-informed practice.
  - in prioritising work across the Edge of Care service in response to presenting needs and risks, ensuring effective decision-making and allocation of staff and resources.
  - by deputising for the Team Manager when required, assuming full operational responsibility for the Edge of Care service and contributing to service development, quality assurance, and performance management.

- Provide reflective supervision and line management to Exploitation Support Workers and other staff as delegated by the Team Manager.
- Oversee and quality assure assessments, direct work and risk management plans, particularly those relating to exploitation and complex adolescent safeguarding.
- Support the embedding of evidence-based practice models across the service, including contextual safeguarding, trauma-informed approaches, and Motivational Interviewing.
- Lead and coordinate multi-agency planning for young people experiencing or at risk of exploitation and extra-familial harm, including chairing strategy meetings, mapping sessions, and professional networks as appropriate.
- Contribute to the analysis of service performance data and quality assurance activity, identifying patterns, learning, and areas for improvement to ensure the service is meeting its strategic and operational objectives.
- Support the recruitment, induction, and continuous professional development of staff, ensuring that learning and reflective practice are embedded into day-to-day service delivery.
- Contribute to ongoing service development, policy and procedure review, and the implementation of new service models or practice approaches in response to emerging local and national priorities.

## **GENERAL DUTIES**

### **Health and Safety**

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

### **Equal Opportunities**

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

### **Safeguarding**

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

### **Review and Right to Vary**

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

### **Criminal Records Check**

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

## Person Specification

### Edge of Care Services Deputy Team Manager

The following attributes represent the range of skills, abilities and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>Educated to degree level in a relevant field (e.g. Health and Social Care, Youth Justice, Psychology, Education, Therapeutic Practice).</li> <li>Holds a relevant professional qualification (e.g. Youth Work, Counselling, Probation, Education, Health, or equivalent).</li> <li>Willingness to complete a management or leadership qualification.</li> <li>Evidence of ongoing professional development in adolescent safeguarding, trauma-informed practice, or therapeutic approaches.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	Production of original Qualification Certificates and application form.
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>Significant experience of working with adolescents and families experiencing complex and high-risk issues, including exploitation, extra-familial harm, and placement instability.</li> <li>Experience of delivering or overseeing trauma-informed and therapeutic interventions aimed at emotional regulation, attachment, resilience, or relational repair.</li> <li>Understanding of therapeutic models such as CBT, DDP, emotionally focused work, or other evidence-informed frameworks relevant to adolescent risk and recovery.</li> <li>Experience of supporting staff to deliver or embed therapeutic approaches in their direct work with young people and families.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	Interview, application form and selection process.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Knowledge &amp; Experience (continued)</b>	<ul style="list-style-type: none"> <li>• Experience of working in or alongside multi-agency teams to plan and coordinate intervention for children in crisis or at risk of care entry.</li> <li>• Experience of contributing to psychological formulation, reflective practice, or complex risk assessment with clinical or specialist input.</li> <li>• Familiarity with safeguarding legislation, care and support planning, and contextual safeguarding principles.</li> </ul>	<p>Yes</p> <p>Yes</p>	Interview, application form and selection process.
<b>Skills &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Ability to take a leadership role in relation to staff and service delivery.</li> <li>• Ability to form constructive working relationships with colleagues and other agencies.</li> <li>• Ability to communicate clearly and effectively.</li> <li>• Ability to demonstrate good organisational skills.</li> <li>• Good IT Skills</li> <li>• Ability to think clearly under pressure.</li> <li>• Ability to work flexibly and proactively.</li> <li>• Ability to implement working knowledge of child protection policies and procedures.</li> <li>• Ability to offer professional guidance and advice to staff</li> <li>• Commitment to high quality service delivery.</li> <li>• Commitment to work in a challenging and changing environment.</li> <li>• Skilled in engaging young people and carers using strength-based and relational approaches.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	Interview, application form, and selection process.



Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Skills &amp; Personal Qualities (continued)</b>	<ul style="list-style-type: none"> <li>• Ability to coach, develop and support staff in delivering trauma-informed interventions.</li> <li>• Ability to analyse and interpret information gathered.</li> <li>• Ability to assess risk and plan appropriately.</li> <li>• Appreciation of the importance of financial management, record keeping, probity and regularity.</li> <li>• Ability to identify appropriate evidenced based interventions based on analysis of need.</li> <li>• Ability to communicate through the medium of Welsh.</li> </ul>		Interview, application form, and selection process.