



JOB DESCRIPTION

Job title	Team Manager
Department	Substance Misuse
Reports to	Operations Manager
Grade	4

Job purpose	To assist in delivering TP's Substance Misuse strategy within a Multi-disciplinary service which reflects our person centred values and the high levels of ambition we have both for the recovery of the individuals for whom we provide support and the development of our own staff. This is done by assisting the Operations Manager in leading, developing and coordinating your teams within the service to ensure the delivery of high quality, innovative and cost effective care.
Key accountabilities	<p>Contribute to the effective planning of excellent person-centred care and support plans throughout the hub that meet the needs of clients in accordance with the recovery agenda, by:-</p> <ul style="list-style-type: none"> ✚ Staying aware of trends and best practice in Substance Misuse, in order to identify opportunities for recommending improving performance and delivery within the service. ✚ Collaborating with other stakeholders to ensure Commissioner expectations, best practice and learning is captured, shared and used to inform service planning. ✚ Working with own team to ensure robust service plans are developed and agreed with the Operations Manager reflecting SM's strategic and business plans and contractual requirements. ✚ Ensuring strength-based recovery plans are developed in the service that;- <ul style="list-style-type: none"> • Are comprehensive, person-centred, individualised and based on clear assessments of clients' needs and circumstances. • Reflect the structure and aims of SM's Models of Psychosocial interventions. • Reflect the involvement of individuals and their family/advocates. • Are supported by accurate, person-centred and individualised risk assessments. <p>Help to ensure the delivery of excellent person-centred interventions with individuals for whom we provide support within the hub by:-</p> <ul style="list-style-type: none"> ✚ Effective implementation and regular monitoring of operational performance management disciplines, KPIs and SLAs. ✚ Ensuring the service delivers outcomes in accordance with the contract to the highest possible level of quality and within budget and variances in performance are spotted and addressed in timely fashion, escalating to the Operations Manager where appropriate. ✚ Ensuring TP's quality management processes are used effectively by the hub and that an infrastructure of independent, objective and reliable checks and controls is in place and is used to inform changes to practice. ✚ Ensuring the service provides care that;- <ul style="list-style-type: none"> • Reflects documented recovery plans and ongoing caseload management, supervisions and clinical reviews. • Reflects the rights, preferences and choices of individuals in an environment that is safe, health, maintains their dignity and well-

	<p>being and is free from abuse or neglect, observing agreed safeguarding practices.</p> <ul style="list-style-type: none"> • Reflects the review and, where required, updating of comprehensive assessment and risk assessments.
	<p>Help SM to achieve its long term goals by being aware of the SM Strategy, working with the Operations Manager to help align the service and service plan to it.</p>
	<p>Help to achieve the service's financial targets, by being aware of and contributing to effective financial forecasting, budget development, control and cost effective operations within the hub, operating at all times in line with Turning Point's financial procedures, reporting progress and escalating concerns to your Operations Manager.</p>
	<p>Contribute to SM's growth and business development plans by assisting in the management of and, where necessary, transformation of the service in conjunction with your Operations Manager, the Growth team and other stakeholders so that the contract is renewed in accordance with SM's strategy and business plans.</p>
	<p>Contribute to Turning Point's information management strategy by:-</p> <ul style="list-style-type: none"> ✚ Working with your Operations Manager to ensure SM-related materials, intelligence and best practice are captured, communicated and shared within the service for the benefit of learning within the business unit. ✚ Ensuring all data and information relating to the service's clients is accurate and shared in the appropriate way with key stakeholders. ✚ Ensuring the inputting outcomes data and other information into corporate systems in the service in accordance with stated policies and procedures.
	<p>Assist your Operations Manager in ensuring that governance processes are implemented and used in accordance with stated policies, procedures and regulations so that the hub and wider service achieves its compliance obligations.</p>
	<p>Assist your Operations Manager in ensuring the effective flow of information within own the service and with external parties, representing corporate messages constructively and observing TP's internal communication policies and procedures.</p>
	<p>Ensure the well-being of service users, employees and TP's business interests by contributing to maintenance of and acting upon a service Risk Register and Business Continuity Plan, escalating wider risks to your Operations Manager as appropriate.</p>
	<p>Help to ensure the service delivers high levels of performance through its people in a way that realises their potential, by:-</p> <ul style="list-style-type: none"> ✚ Effective people planning, recruitment, induction, coaching, development, leadership, motivation and performance management of your direct reports. ✚ Ensuring appropriate other staff within the service provide effective people leadership, management and development in accordance with TP's People Strategy and policies, capitalising on the range of development opportunities provided by Turning Point in accordance with Skill Profiles. ✚ Assisting the management and development of staff so that their professional development and performance meet regulatory requirements and best practice principles within the delivery of contractual commitments. ✚ Hold or be able to work towards the required management qualification as determined by CQC, currently the Diploma Level 5 in Leadership in the health and social care sector.

	Ensure the service optimises its performance and long term sustainability by contributing to plans for the management of IT solutions and other physical resources, and helping to ensure that properties are legally compliant and fit for purpose both for employees and clients.
	Project the desired image of Turning Point by:- <ul style="list-style-type: none">  Understanding and promoting TP's values and their application to Substance Misuse.  Being a role model of the values through own example while supporting your Operations Manager in ensuring they are demonstrated by all staff in the service.

Dimensions	Direct reports	
	Total staff overseen	
	Internal contacts	Central support specialists – collaborative working, support & guidance. Operations Manager, Regional head of operations, P&D team – for mutual support, information exchange and sharing of good practice. Staff at all levels in the service. Growth team on re-tenders and new bids.
	External contacts	Regulatory bodies – service monitoring and review. Partners & agencies – service delivery and health and social support to service users. Commissioners – as requested by the Operations Manager in contract reviews, information exchange new business/service add on opportunities. Advocacy services/service user feedback (forums) – discuss ethical issues regarding service users.
	Planning horizon	Be aware of TP's 5 year Business Strategy and Business Unit 3-year strategy/1 year business plan. Contributes to annual service plans and overseeing the daily/weekly planning of work relating to the team's caseload.
	Problem solved	Ensuring effective staffing and quality delivery within the hub where there could be resource conflicts and shortages. Policy implementation and monitoring in accordance with guidelines clarified in discussion with OM. Ensuring a culture is developed within the hub in which non-clinical, clinical and medical staff work collaboratively for the benefit of the service users. Helping to maintain service finances at a time of increasing financial pressures and eroding margins. Ensuring decisions made personally and by those by service staff balance operational/technical and business considerations.
	Financial authority	Authorisation of extra hours for staff and expenses. NCP sign off tbc.

PERSON SPECIFICATION

Job title	Team Manager
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Personal effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • Good interpersonal skills in the pursuit of exceptional delivery of service outcomes to a range of stakeholders. • Excellent communication skills – both verbal and written, with the ability to turn technical language into plain English to enable clarity and engagement of clients, staff, colleagues and customers/commissioners. • Strong commitment to delivery positive outcomes for service users and raising quality of services delivered. • Robust and resilient personality that can respond and function within high pressure environments. • Strong organisational and time management skills, helping others to develop and maintain operational delivery. • Flexible and adaptable leadership style and approach in order to achieve outcomes whilst maintain employee engagement. 	

Technical effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • In-depth understanding of substance misuse sector. • Strong team management skills to lead and inspire a motivated and skilled team that consistently delivers or exceeds on its individual and team goals. • Understanding of service specifications and performance targets and leading a team to turn these into operational excellence. • Able to identify and effectively manage risk and provide sound advice and action to mitigate. 	

	<ul style="list-style-type: none"> • Able to develop and operationalise locality based plans to deliver business outcomes. • Able to prioritise activities and mobilise resources in order to achieve planned outcomes. • Understanding and ability to successfully manage delivery methods in SM including ITEP, CRA and other relevant frameworks. • Up to date with the broad SM agenda including understanding and adopting latest best practice. 	
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Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none"> • At least 3 years' experience in substance misuse treatment. • Experience of delivering both drug and alcohol services across a range of settings or previous experience of managing an integrated drug and alcohol service. • Experience of change management in substance misuse. • Experience of implementing quality standards within a service. • Experience of improving service performance and maintaining that performance within a rapidly changing environment. 	<ul style="list-style-type: none"> • Professional qualification in either health or social care and/or relevant management qualification. • Degree level education, or equivalent, and evidence of post graduate training.

Other requirements	Essential	Desirable
	<ul style="list-style-type: none"> • Desire to be an active member of the substance misuse sector and provide a high level of contribution. 	<ul style="list-style-type: none"> • Have own transport and a full license.