Rheolwr Ardal

Cyf y swydd: AHOS00112D1SEE
Lleoliad: Prestatyn, Gogledd Sir Ddinbych, Gogledd Cymru
Cyflog: Gradd 11 £50,908 -£53,051
Oriau: 37 awr yr wythnos
Parhaol, Swydd Fewnol / Allanol

Rydym yn chwilio am Weithiwr Cymdeithasol neu Therapydd Galwedigaethol profiadol a medrus iawn a rheolwr cymwys i reoli staff gofal cymdeithasol yn Ardal y Gogledd Sir Ddinbych.

Bydd yr ymgeisydd llwyddiannus yn gweithio o fewn dau dîm Adnodd Cymunedol aml-ddisgyblaeth (CRT) i sicrhau bod cyfrifoldebau gofal cymdeithasol yn cael eu cyflawni yn effeithiol ac yn ddiogel i oedolion dros 18 oed. Mae'r rôl yn cynnwys rheoli tîm aml-ddisgyblaethol gan gynnwys gweithwyr cymdeithasol, therapyddion galwedigaethol, ymarferwyr gofal cymdeithasol, ymarferydd gofal cymdeithasol dementia.

Bydd y cyfle cyffrous hwn yn galluogi'r deiliad swydd weithio gyda phartneriaid allweddol yn y maes iechyd a'r 3ydd sector i sicrhau bod gweithio agosach a mwy integredig yn cael ei gyflawni ar draws y CRT. Mae'r rôl yn gofyn am arweinyddiaeth a'r gallu i greu perthynas waith effeithiol gyda phartneriaid a budd-ddeiliaid allweddol.

Mae'r swydd yn cael ei chefnogi gan dîm rheoli deinamig ac ymatebol, a byddwch yn cael eich cefnogi i weithredu datrysiadau arloesol a chreadigol i wella darpariaeth gwasanaeth a datblygiad staff.

Er y byddwch yn rhan o'r tîm rheoli byddwch hefyd yn gweithio gyda swyddogion o'r sector cyhoeddus ehangach a'r Gwasanaethau Iechyd wrth i ni gydweithredu i ddarparu gwasanaethau a phrosiectau effeithiol, mewn ffyrdd sy'n gynyddol arloesol.

Os hoffech chi drafod unrhyw agwedd ar y swydd, ffoniwch Jane Moore ar 01824 712341.

Locality Manager

Job Ref: AHOS00112D1SEE
Location: Prestatyn, North Denbighshire, North Wales
Salary: Grade 11 £50,908 -£53,051
Hours: 37 hours per week
Permanent, Internal / External Vacancy

We are seeking an experienced and highly skilled Social Worker or Occupational Therapist and competent manager to manage social care staff in the North Locality of Denbighshire.

The successful applicant will work within two multidisciplinary Community Resource teams (CRT's) to ensure all social care responsibilities are effectively and safely undertaken for adults over 18. The role involves the management of a multi-disciplinary including social workers, occupational therapists social care practitioners and dementia social care practitioners.

This exciting opportunity will enable the post holder to work with key partners in health and the 3rd sector to ensure closer and more integrated working is achieved across the CRT. The role requires leadership and the ability to build effective working relationships with partners and key stakeholders.

The post is supported by a dynamic and responsive management team and you will be supported to implement innovative and creative solutions to enhance service delivery and staff development.

Although part of a management team you will also work alongside officers from the wider public sector and the Health Services as we collaborate to deliver effective services and projects in increasingly innovative ways.

If you would like to discuss any aspect of the post, please call Jane Moore on 01824 712341.

Os oes gennych ddiddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan www.sirddinbych.gov.uk Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706000.

Rhaid i ymgeiswyr gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad ydym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech gymryd yn ganiataol nad ydych wedi cyrraedd y rhestr fer am gyfweliad

Dyddiad Cau: 30/11/2026

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau laith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

If you are interested in this vacancy, please apply on-line via the website www.denbighshire.gov.uk For alternative methods of applying please contact Customer Services on 01824 706101.

CVs must be accompanied by a completed Denbighshire County Council Application form. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

Closing Date: 30/11/2026

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

CYNGOR SIR DDINBYCH SWYDD-DDISGRIFIAD

Teitl y Swydd:	**Rheolwr Ardal**
Graddfa:	**11**
Gwasanaeth:	**Gofal Cymdeithasol i Oedolion a Digartrefedd**
Maes Gwasanaeth:	**Ardaloedd Lleol**
Yn atebol i:	**Rheolwr Gwasanaeth**
Cyfeirnod y Swydd / Dyddiad cyhoeddi:	**02655 / Mai 2014**
Categori Iaith Gymraeg:	Mae sgiliau iaith Gymraeg yn ddymunol - lefel 1 Lefelau o ran sgiliau Cymraeg

Pwrpas y Swydd

Bydd y deiliad swydd yn gyfrifol ac yn atebol am arweinyddiaeth, rheolaeth a chyfeiriad yr Ardal Leol sydd yn darparu gwasanaeth amlddisgyblaethol i oedolion dros 18 oed.

Bydd deiliad y swydd yn cyflawni amcanion drwy gydlynu haen gadarn o ddirprwy reolwyr tîm yn effeithiol, sy'n gyfrifol yn broffesiynol am grwpiau bach o ymarferwyr gofal cymdeithasol rheng flaen. Hefyd byddant yn chwarae rôl allweddol yn y rhaglen integreiddio gyda chydweithwyr iechyd ar draws dau Dîm Adnodd Cymunedol (y Rhyl a Phrestatyn), lle mae staff Ardal y Gogledd wedi eu lleoli.

Bydd deiliad y swydd yn gweithio ochr yn ochr â rheolwyr prosiectau a phartneriaethau i weithredu cynlluniau sy'n codi o Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru). Hefyd byddant yn cefnogi/ dirprwyo'r Rheolwr Gwasanaeth pan fo angen.

Prif Gyfrifoldebau

1. Arwain a chydlynu swyddogaethau amrywiol o fewn Ardal y Gogledd i sicrhau:
   - darpariaeth gwasanaeth deg, effeithlon ac effeithiol a defnyddio adnoddau dirprwyedig o fewn cyllidebau penodol, gan gynnwys rheoli a monitro'r cyllidebau hynny;
   - cydlyniad, datblygiad a goruchwyliaeth yr holl wasanaethau gweithredol o fewn meysydd dirprwyedig. Bydd angen adeiladu rhwydweithiau effeithiol ar gyfer deiliaid y swydd â'r holl staff Ardal y Gogledd;
   - bod gwaith yn cael ei wneud yn unol â deddfwriaeth berthnasol, polisïau, canllawiau ac arfer da;
   - prosesau ymgynghori effeithiol ac effeithlon sy'n ystyried barn dinasyddion, gofalwyr a'r gymuned;
   - gweithredu cyfranogiad gweithredol dinasyddion a'u gofalwyr wrth gynllunio, datblygu a monitro darpariaeth y gwasanaethau.

2. Sicrhau bod deilliannau cadarnhaol yn cael eu cyflawni a'u monitro er mwyn arddangos rhagoriaeth yn y ddarpariaeth o safbwynt mesurau allanol, archwiliadau a

rheoliadau. Bydd hyn hefyd yn cynnwys safonau uchel o arfer proffesiynol wedi ei foderneiddio.

3. Sicrhau cynllunio gweithredol effeithiol ar gyfer materion mewnol a phartneriaethol; pennu targedau, mesurau perfformiad ac anghenion hyfforddi y dylid eu hadolygu o dro i dro, mewn adroddiadau ariannol, ac adroddiadau staffio.

4. Sicrhau cydymffurfedd â rheoliadau Iechyd a Diogelwch a rheoli risg i unigolion, teuluoedd, gofalwyr, grwpiau, cymunedau, eich hunan a'ch cydweithwyr.

5. Adeiladu hyder ac arferion gweithio cydweithredol er mwyn sefydlu a chynnal cyfathrebu effeithiol a pherthynas waith dda gydag asiantaethau statudol perthnasol, sefydliadau proffesiynol, annibynnol, a sefydliadau sector gwirfoddol, y gymuned leol, dinasyddion, gofalwyr a budd-ddeiliaid allweddol eraill.

6. Ymchwilio i gwynion a phroblemau yn ymwneud â pherfformiad o fewn y fframwaith polisi a gytunwyd arno.

7. Clustnodi materion allweddol sy'n effeithio ar grwpiau cleient; cynorthwyo datblygiad polisi; rheoli prosiectau fel bo'r angen a chymryd rhan neu arwain gweithgorau ar draws Gwasanaeth, traws Awdurdod a Grwpiau Corfforaethol ar amrywiaeth o faterion datblygu polisi a threfniadol sy'n gysylltiedig â'r gwasanaeth.

8. Recriwtio, ysgogi, rheoli a chefnogi'r holl staff Ardal y Gogledd. Bydd deiliad y swydd â rheolaeth atebol benodol o ddirprwy reolwyr tîm, a fydd yn eu tro'n rheolwyr atebol ar eraill i lefel sylfaenol, yn cynnwys arfarniadau perfformiad a rheolaeth salwch sylfaenol. Y tu hwnt i hyn, mae materion yn cael eu dwysáu i'r Rheolwr Tîm. Bydd deiliad y swydd yn trefnu i fynd i'r afael ag anghenion hyfforddi a datblygu, monitro cynnydd a chyflawniadau staff ac yn delio ag unrhyw faterion personél, mewn ymgynghoriad â Chyswllt AD a'r rheolwr gwasanaeth.

Adnoddau / Offer / Deunyddiau

Bydd deiliad y swydd yn gyfrifol am gyllidebau gofal cymunedol a staffio sylweddol.

Gan y bydd yr unigolyn yn weithiwr hyblyg, yna byddant yn gyfrifol am eu hoffer sy'n gysylltiedig â TG a diogelwch cofnodion cleientiaid a staff ac ati.

Goruchwylio / Rheoli Pobl

Bydd deiliad y swydd yn gyfrifol yn bennaf am reolaeth atebol o Ddirprwy Reolwr Tîm (Gwaith Cymdeithasol a Therapi Galwedigaethol), a fydd yn eu tro'n cefnogi grwpiau bach o staff. Y brif rôl fydd grymuso a hwyluso eraill i reoli, ac yn enwedig perfformiad proffesiynol effeithiol.

Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad

Rhaid i ddeiliad y swydd fod yn ymarferydd iechyd neu ofal cymdeithasol cofrestredig.

Rhaid i ddeiliad y swydd fod â chymhwyster rheoli proffesiynol (neu fod yn gweithio tuag at un (Lefel 5 neu uwch), gyda phrofiad o weithio mewn partneriaeth yn y gymuned mewn lleoliad iechyd neu ofal cymdeithasol.

Mae'n rhaid i ddeiliad y swydd fod yn greadigol ac yn hyblyg gyda sgiliau cyfathrebu rhagorol ar lafar ac yn ysgrifenedig, bod yn frwdfrydig dros ddatblygiad personol a'r gweithlu, ac sydd â hanes o gyflawni pethau a symud pobl ymlaen.

Mae gallu arwain a chydnabod pwysigrwydd grymuso eraill i arwain yn hanfodol.

Amodau Gwaith Arbennig

Gweithio'n hyblyg

Archwiliadau Cyflogaeth / Gofynion Penodol

Mae gofyn i weithwyr newydd fynd drwy ein gwiriadau recriwtio mwy diogel safonol; cael eu clirio gan y GDG, cyflwyno 2 eirda boddhaol yn cwmpasu 3 blynedd o gyflogaeth, dangos tystiolaeth o gymwysterau hanfodol a dangos tystiolaeth o'r Hawl i Weithio yn y DU.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ac oedolion ynghyd ag atal caethwasiaeth a masnachu mewn pobl, a bydd yn gwneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnes. Mae sawl math o gaethwasiaeth fodern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelu yn fater i bawb, ac mae gofyn i holl weithwyr Sir Ddinbych weithio yn unol â pholisïau a gweithdrefnau Diogelu Oedolion / Plant y Cyngor. Mae dyletswydd arnynt i roi gwybod am unrhyw bryderon sy'n codi wrth gyflawni eu dyletswyddau a bod yn effro i arwyddion o gamfanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Dynodedig er mwyn i'r Cyngor allu gweithredu'n ddi-oed wrth ddod ar draws achos o gamfanteisio.

Gweledigaeth / Cyd-destun

Mae'r Gwasanaethau Gofal Cymdeithasol i Oedolion a Digartrefedd yn mynd trwy newidiadau cyflym er mwyn sicrhau gwasanaethau cymdeithasol wedi'i moderneiddio ac er mwyn cymryd i ystyriaeth yr arbedion sylweddol y mae'n rhaid i'r Cyngor Sir eu gwneud.

Bydd arwain staff Ardal y Gogledd i groesawu swyddi a swyddogaethau newydd yn allweddol. Ni ddisgwylir y bydd y Rheolwyr Tîm â llwyth achosion eu hunain ond bydd disgwyl iddynt gynnal cysylltiadau addas gyda chyrff proffesiynol er mwyn gallu arwain ar faterion proffesiynol ac i ddatblygu arferion safon uchel ymhellach o fewn gwaith cymdeithasol neu therapi galwedigaethol.

Ar yr un pryd bydd angen symud tuag at wasanaeth mwy integredig gyda iechyd o fewn y ddau Dîm Adnoddau Cymunedol. Bydd hyn yn cynnwys galluogi gwaith partneriaeth effeithiol drwy:

- adeiladu hyder a chydweithrediad ymhlith rhwydwaith cynyddol o gydweithwyr ar draws pob sector a gweithio'n agos gyda phobl sy'n gyfrifol am ddatblygiadau a phrosiectau arloesol a gorfodol.
- defnydd manwl o strategaethau tîm/datblygu sefydliadol.
- adeiladu capasiti o fewn y trydydd sector.
- sgiliau cyfathrebu gwych er mwyn sicrhau llwyddiant mewn sefyllfaoedd.

cynnwys dinasyddion a gofalwyr wrth gynllunio a datblygu modelau gwasanaeth.

CYNGOR SIR DDINBYCH MANYLION AM YR UNIGOLYN

Mae'r Manylion am yr Unigolyn yn nodi'r sgiliau, y wybodaeth a'r profiad yr ystyrir eu bod yn angenrheidiol i gyflawni dyletswyddau'r swydd yn effeithiol. Fe'i defnyddir yn y broses o lunio'r rhestr fer a'r cyfweliadau ar gyfer y swydd hon. Dylech ddangos ar eich ffurflen gais sut yr ydych yn bodloni'r meini prawf hyn, gan mai dim ond wrth fodloni pob un o'r meini prawf hanfodol (a meini prawf dymunol lle bo'n berthnasol) y byddwch yn cyrraedd y rhestr fer.

Teitl y Swydd:	**Rheolwr Ardal**
Gwasanaeth:	**Gofal Cymdeithasol i Oedolion a Digartrefedd**
Graddfa:	**11**

MEINI PRAWF	**HANFODOL**	**DYMUNOL**	**DULL ASESU** Ffurflen Gais / Cyfweliad / Cyflwyniad / Geirda ac ati
1. ADDYSG A CHYMWYSTERAU	Ymarferydd iechyd neu ofal cymdeithasol cofrestredig mewn gwaith cymdeithasol neu therapi galwedigaethol. Cymhwyster rheoli proffesiynol sy'n gyfwerth ag NVQ 5 neu barodrwydd i gyflawni hyn o fewn 12 mis Tystiolaeth o ddatblygiad proffesiynol parhaus	Cymhwyster rheoli prosiect	Ffurflen Gais
2. PROFIAD PERTHNASOL	Profiad sylweddol o reoli pobl a chyllidebau a gweithredu cynlluniau gweithredol, gyda hanes o berfformiad da. Gweithio'n amlddisgyblaethol a phrofiad o weithio mewn partneriaeth ar lefel uwch yn y gymuned, mewn lleoliad iechyd neu ofal cymdeithasol.	Rheoli Tîm neu gydlynu gwasanaeth Gweithio yn y gymuned gydag oedolion. Cofnod profedig o reoli gwaith / prosiectau partneriaeth llwyddiannus ac arwain mentrau.	Ffurglen Gais Cyfweliad

	Profiad ymarferol o weithgareddau diogelu ac amddiffyn oedolion diamddiffyn Adeiladu perthynas gwaith gadarnhaol âg ystod eang o gyrff eraill Rheoli Newid	Profiad o reoli prosiectau	
3. GWYBODAETH A SGILIAU CYSYLLTIEDIG Â'R SWYDD	Gwybodaeth am fframweithiau statudol a deddfwriaethol yn amrywio o Bolisi a Gweithdrefnau Amddiffyn Oedolion, i'r rhai hynny sy'n ymwneud â chyd-destun Iechyd, Gofal Cymdeithasol a Lles. Dealltwriaeth o'r angen i weithio mewn ffordd sy'n canolbwyntio ar ganlyniadau, ac o werth yr ystod lawn o gefnogaeth gymunedol gan gynnwys gofal canolraddol ac Ail-alluogi, Meicro-ddarparwyr, technoleg, a grwpiau cyngor, gwybodaeth a chymorth a Gwrifoddolwyr ac ati Y gallu i fod yn bennaf strategol yn y rôl, gan ddirprwyo yn effeithiol i eraill i gefnogi a darparu gwasanaethau rhagorol.	Dealltwriaeth o gyfrifoldebau a strwythurau llywodraeth leol, Llywodraeth y DU, Llywodraeth Cymru, sefydliadau gwirfoddol, cyrff cyhoeddus, a'r gydberthynas a'r rhyngweithio rhyngddynt. Tystiolaeth o Gysyniadau Rheoli Y gall i gysylltu rhaglenni gyda'i gilydd ar draws lleoliadau statudol / gwirfoddol mewn ffordd ddychmygus ac entrepreneuraidd Gallu ymgysylltu â'r ystod lawn o bartneriaid ar bob lefel, deall agendâu unigol asiantaethau partner, a defnyddio'r rhwydwaith cyfan i gyflawni amcanion	Ffurflen Gais Cyfweliad a Chyflwyniad

	Sgiliau rheoli pobl Arweinyddiaeth sy'n trawsnewid a sgiliau rheoli newid, a'r gallu i foderneiddio gwasanaethau cymdeithasol rheng flaen trwy feddwl yn greadigol ac yn arloesol yn ogystal â chroesawu mentrau gan eraill. Y gallu i weithio'n hyblyg a meithrin cydberthnasau cryf ac effeithiol, sy'n ennyn hygrededd proffesiynol ar draws partneriaid ac asiantaethau Dealltwriaeth drylwyr o reoli perfformiad a'r angen am sicrwydd ansawdd Sgiliau dadansoddi a dehongli beirniadol gyda galluoedd lefel uchel i ddylanwadu, ond hefyd i gydnabod sensitifrwydd gwleidyddol a delio â nhw. Sgiliau cyfathrebu rhagorol ar bapur ac ar lafar, gan gynnwys y gallu i baratoi a darparu cyflwyniadau a llythrennedd cyfrifiadurol.	Gallu datblygu systemau traws-sector creiddiol ymarferol, e.e. rheoli perfformiad, sicrwydd ansawdd Paratoi adroddiadau ar bolisïau a'u cyflwyno i uwch gydweithwyr, fel cynghorwyr, cyrff llywodraethu neu uwch swyddogion.	

4. NODWEDDION PERSONOL	Rhaid bod yn greadigol ac yn hyblyg, brwdfrydedd dros datblygiad personol a'r gweithlu a hanes o gyflawni pethau a chynnwys pobl ynddynt. Y gallu i herio ffiniau traddodiadol e.e. rhwystrau i greu gwasanaethau mwy effeithiol Yn hyblyg ac yn gallu gweithio dan bwysau i raglen waith amrywiol Natur broffesiynol	Ymrwymo i ddarparu tystiolaeth o arfer da Gallu ysbrydoli ac ysgogi eraill	Cyfweliad
5. GOFYNION ERAILL	Mae sgiliau iaith Gymraeg yn ddymunol - lefel 1 Empathi tuag at yr iaith a diwylliant Cymraeg	Siarad Cymraeg	Ffurflen Gais

DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

Job Title:	**Locality Manager**
Grade:	**11**
Service:	**Adult Social Care and Homelessness**
Service Area:	**Localities**
Responsible to:	**Service Manager**
Job ID Number / Date Issued:	**02655 / May 2014**
Welsh Language Category:	Welsh language skills are desirable – level 1 Welsh Language Levels

Job Purpose

The post holder will be responsible and accountable for the leadership, management and direction of the North Locality which provides a multi-disciplinary service for adults over 18 years old.

The post holder will achieve objectives through the effective coordination of a robust tier of deputy team managers responsible professionally for small groups of front line social care practitioners. They will also play a key role in the integration agenda with health colleagues across two Community Resource Teams (Rhyl and Prestatyn), where the North Locality staff are based.

The post holder will work alongside project and partnership managers to implement plans arising from the Social Services and Well-being (Wales) Act. They will also support/deputise for the Service Manager as and when required.

Principal Accountabilities and Responsibilities

1. To lead and coordinate various functions within North Locality to ensure:
   - equitable, efficient and effective service delivery and the use of delegated resources within set budgets, including the management and monitoring of those budgets;
   - the coordination, development and supervision all operational services within delegated areas. This will necessitate the building of effective networks for the post holder and all North Locality staff;
   - work is carried out in accordance with relevant legislation, policy, guidance and accepted good practice;
   - efficient and effective consultation processes which take into account the views of citizens, carers and the community;
   - the implementation of active involvement of citizens and their carers in planning, developing and monitoring delivery of services.

2. To ensure that positive outcomes are achieved and monitored to demonstrate excellence in provision with reference to external measures, audits and regulations. This will also include high standards of modernised professional practice.

3. To ensure effective operational planning for both internal and partnership issues; specifying targets, performance measures and training needs which should be periodically reviewed in regular financial management and staffing reports.

4. To ensure compliance with Health and Safety regulations and to manage risk to individuals, families, carers, groups, communities, self and colleagues.

5. Build trust and co-operative working practices to establish and maintain effective communications and good working relationships with relevant statutory agencies, professional, independent and voluntary sector organisations, the local community, citizens, carers and other key stakeholders.

6. To investigate complaints, grievance and performance problems within agreed policy framework.

7. To identify key issues affecting the client groups; assist policy development; manage projects as and when required and participate in or lead working groups including cross Service, cross Authority and Corporate Groups on a range of service related policy development and organisational issues.

8. To recruit, motivate, manage and support all North Locality staff. The post holder will have specific line management of deputy team managers, who will in turn line manage others to a basic level including performance appraisals and basic sickness management. Beyond this issues are escalated to the Team Manager. The post holder will plan to address training and development needs, monitor the progress and achievements of staff and will deal with any personnel issues in consultation with HR Direct and the service manager.

Resources/Equipment/Material

The post holder will be responsible for substantial community care and staffing budgets.

As the individual will be a flexible worker then they will be responsible for their IT related equipment and the security of client and staff records etc.

Supervision/Management of People

The post holder will predominantly be responsible for the line management of Deputy Team Managers (Social Work and Occupational Therapy) who in turn will support and line manage small groups of staff. The primary role will be about empowering and facilitating others to undertake management and in particular effective professional performance.

Knowledge, Skills, Training and Experience

The post holder must be a registered health or social care practitioner.

The post holder must have a professional management qualification (or be working towards one (Level 5 or above) with experience of partnership working in the community in a health or social care setting.

The post holder must be creative and flexible with excellent verbal and written communication skills, a passion for personal and workforce development and a proven track record of getting things done and bringing people along with them.

Leadership competencies and the recognition of the importance of empowering others to lead are crucial.

Special Working Conditions

Flexible working.

Employment Checks/ Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years employment, evidence of essential qualifications, evidence of Right to Work in the UK.

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Vision/Context

The Adult Social Care and Homelessness Service is experiencing a rapidly increasing pace of change to ensure a modernised social services and to take into account the significant efficiencies that the County Council has to make.

Leading North Locality staff to embrace new roles and functions will be key. It is not anticipated that the Team Manager will hold a caseload of their own but they will be expected to maintain appropriate links with professional bodies to be able to lead on professional issues and further develop high standards of practice within social work or occupational therapy.

At the same time there needs to be a move towards more integrated service delivery with health within the two Community Resource Teams. This will involve enabling effective partnership working through:

- building trust and co-operation amongst a growing network of colleagues across all sectors and working closely with people responsible for innovative and mandatory developments and projects.
- explicit use of team/organisational development strategies.
- building capacity within the Third Sector.
- excellent communication skills to ensure win-win situations.
- involving citizens and carers in the planning and development of service models.

DENBIGHSHIRE COUNTY COUNCIL PERSON SPECIFICATION

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

Post Title:	**Locality Manager**
Service:	**Adult Social Care & Homelessness**
Grade:	**11**

CRITERIA	**ESSENTIAL**	**DESIRABLE**	**METHOD OF ASSESSMENT** Application Form / Interview / Presentation / References etc
1. EDUCATION & QUALIFICATIONS	Registered health or social care practitioner in social work or occupational therapy Professional management qualification equivalent to NVQ 5 or a willingness to achieve this within 12 months Evidence of on-going professional development	Project Management Qualification	Application Form
2. RELEVANT EXPERIENCE	Significant experience of managing people and budgets and implementing operational plans, with a track record of good performance Multi-disciplinary working and experience of partnership working at a senior level in the community in a health or social care setting Practical experience of safeguarding and the protection of vulnerable adults procedures	Team Management or service coordination Work in the community with adults. A proven record of managing successful partnership work / projects and leading initiatives Experience in Project Management	Application Form / Interview

	Building positive working relationships with a wide range of other bodies Change management		
3. JOB RELATED KNOWLEDGE & SKILLS	Knowledge of statutory and legislative frameworks ranging from Adult Protection Policy & Procedures, to those in relation to the Health Social Care and Wellbeing context An understanding of the need to work in an outcome focused and strength based way and of the value of the full range of community support including Reablement, Micro-providers, Social Prescribing, technology, information, advice and assistance and Volunteers etc. Able to be principally strategic in role, whilst effectively delegating to others to support and deliver excellent services People management skills Transformational leadership and change management skills and the ability to modernise front line social services through creative thinking and innovation as well as welcoming initiatives from others Able to work flexibly and build strong and effective relationships commanding professional credibility	Understanding of the responsibilities and structures of local government, UK government, Welsh Government, voluntary organisations, public bodies, and the interrelationship and interaction between them Evidence of Management Concepts The ability to link programmes together across statutory / voluntary settings in an imaginative and entrepreneurial way Able to engage the whole range of partners at every level, understand the individual agendas of partner agencies and use the whole network to achieve objectives Ability to develop workable underpinning cross sector systems e.g. performance management, quality assurance Preparing reports on policies and presenting them to senior colleagues, such as councillors, governing bodies or senior officers	Application Form / Interview

	across partners and agencies Thorough understanding of performance management and the need for quality assurance Critical analytical and interpretation skills with high level abilities to influence but also to recognise political sensitivities and deal with them Excellent verbal and written communication skills including the ability to deliver presentations and computerliteracy		
4. PERSONAL QUALITIES	Must be creative and flexible with, a passion for personal and workforce development and a proven track recordof getting things done and bringing people along with them Ability to challenge traditional boundaries e.g. blockages to creating more effective services Versatility and ability to work under pressure to a varied work programme Displays a professional manner	Committed to providing evidence of good practice Ability to inspire and motivate others	Interview
5. OTHER REQUIREMENTS	Welsh language skills are desirable – level 1 Empathy with the Welsh Language and Culture.	Excellent standard of written and spoken Welsh	Application Form Interview