

# Role Profile

## Part A - Grade & Structure Information

<b>Job Family Code</b>	10PCS	<b>Role Title</b>	Team Manager (Reablement)
<b>Grade</b>	PS10	<b>Reports to (role title)</b>	Senior Manager
<b>JE Band</b>	371-438	<b>Directorate / School</b>	Adults, Wellbeing & Health Partnerships
<b>Date Role Profile was created</b>	Feb-26	<b>Service / Department</b>	Reablement
<b>Agile</b>	Information	<u>DBS Requirement</u>	Enhanced with Adults

## Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

<b>Role Purpose</b> including key outputs	<p>The Reablement Team Manager role provides critical operational leadership and professional oversight within CQC-registered services.</p> <p>It ensures the effective delivery of regulated activities through robust quality assurance and compliance with statutory standards. Acting as a key support to Senior Managers, the postholder drives service performance and operational resilience across a large geographical area.</p> <p>Core responsibilities include leading staff development, supervision, and performance management to strengthen workforce capability and maintain high-quality care.</p> <p>The role also plays an integral part in system-wide collaboration, working closely with health professionals to support joint care planning, discharge coordination, and multi-disciplinary approaches. Strong partnership skills and an understanding of integrated care systems are essential.</p> <p>Flexibility and problem-solving are critical, as the postholder responds to complex operational challenges while ensuring continuity of service delivery and adherence to regulatory standards.</p>
<b>Work Context</b>	<p>The role requires working across different locations within a geographical area. The role is required to work flexibly across other operational areas on a temporary basis when requested, to support service resilience (e.g., covering absence or peak demand).</p> <p>The Reablement Team Manager will actively participate in planning, development, and implementation of health and social care integration with partners and key stakeholders.</p> <p>Expected to lead staff and engage with members of the public when a management response is required.</p>
<b>Line management responsibility</b> if applicable	<p>Direct line management of Team Leaders within a specific geographical location.</p> <p>Responsible for frontline staff managed by Team Leaders.</p> <p>Possible matrix management of other functions linked to the reablement service.</p>
<b>Budget responsibility</b> if applicable	<p>Responsible for monitoring and informing the Reablement Senior Manager of any budget changes to local staff team budgets and indirect influence over wider ASC homecare spend.</p>

<p><b>Representative Accountabilities</b></p> <p>Typical accountabilities in roles at this level in this job family</p>	<p><b>Risk Management</b></p> <ul style="list-style-type: none"> <li>• Identify opportunities and risks associated with the service and escalate / report to management.</li> <li>• May undertake the role of expert practice lead, managing highly complex cases and leading consistency and standards of practice in a defined geographical area.</li> <li>• Conduct assessments in complex or high risk circumstances ensuring appropriate actions are taken in response to identified safeguarding/wellbeing issues to increase the protection of vulnerable people.</li> </ul> <p><b>Service Development</b></p> <ul style="list-style-type: none"> <li>• Contribute towards developing professional policy, standards and procedure and / or developing and implementing team plans and monitoring and reviewing of services to enhance quality of service.</li> </ul> <p><b>Planning &amp; Organising</b></p> <ul style="list-style-type: none"> <li>• Manage the planning and delivery of services and caseload or projects for own area involving some specialist knowledge or assessment.</li> <li>• Contribute to service plans and plan staff resources to maintain operational delivery of services.</li> </ul> <p><b>Finance/Resource Management</b></p> <ul style="list-style-type: none"> <li>• Assist with budget/resource/funding management in accordance with the organisation policies and procedures.</li> </ul> <p><b>Work with others</b></p> <ul style="list-style-type: none"> <li>• Liaise, communicate and build relationships with other internal departments, partner organisations, agencies and/or contractors to share knowledge or best practice and ensure quality, integrated service delivery.</li> <li>• Work in partnership with service users, their families/carers.</li> </ul> <p><b>People Management</b></p> <ul style="list-style-type: none"> <li>• Manage an operational team or specialised function, and organise deployment of staff and work and/or appropriate support for service users.</li> <li>• Monitor and support the performance management and development of team members, using a coaching approach, to ensure that individual contributions are maximised.</li> </ul> <p><b>Duties for all</b></p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality &amp; Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety &amp; Welfare: Responsible for ensuring health and safety policies, procedures and legislation are implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.</p>
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<b>Education, Knowledge, Skills &amp; Abilities, Experience and Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Relevant professional qualification and relevant registration where required and experience, or considerable experience of working within the service area.</li> <li>• High level working knowledge of relevant legislation and procedural frameworks and practice standards</li> <li>• Able to plan and carry out specialist assessments and deliver and oversee programmes or packages of care and support.</li> <li>• Ability to manage budgets in accordance with financial procedures.</li> <li>• Proven written and oral communication and interpersonal skills with good negotiation and influencing skills, and the ability to maintain effective working relationships at all levels.</li> <li>• Competent in a range of IT tools including MS Office and database management systems.</li> <li>• High level problem solving skills with the capacity to devise and implement innovative solutions.</li> <li>• Demonstrable experience in successful recruiting, managing, coaching and developing of staff.</li> <li>• Understanding of the principles of confidentiality and information governance and how these apply to social care.</li> <li>• Ability to communicate with compassion and authority in challenging situations and with resistant individuals, be able to effectively engage with people in complex situations both short-term and building relationships over time.</li> <li>• Satisfactory DBS clearance might be required.</li> </ul>
<b>Details of the specific qualifications and/or experience if required for the role in line with the above description</b>	<p>Already obtained, or willing to obtain, a relevant Level 5 or higher qualification in health and social care management.</p> <p>Experience in leading health and social care teams responsible for intermediate care.</p> <p>Satisfactory Enhanced DBS clearance is required for this role.</p> <p>Good knowledge of Care Quality Commission (CQC) regulated activity.</p>
<b>Role Summary</b>	<p>Roles at this level manage operational service delivery or are an expert practice lead supporting consistency and standards of practice, in a defined service or geographical area. They will often have key responsibilities in planning resources and procurement and commissioning of cost effective and innovative services. They will require a professional qualification or extensive practical experience. They work with a range of agencies and extended services in various settings, to provide advice and guidance to support the service user group. They will plan and ensure progress within established procedures and policy, and respond effectively to changing priorities and different situations. Forward planning could be for months ahead and the role will contribute to longer-term development. They will work largely autonomously with access to guidance from more experienced professionals.</p>
<b>Reference Number</b>	<p style="text-align: center;">BM-2026-068</p>