JOB DESCRIPTION February 2026

DIRECTORATE: Children's Services	**A.D. Service Area:**
Head of Service Area: L/NK/EL/WL Locality Targeted Team	**Is this description a generic JD?** Yes / No
GRADE: G8	**JEM Reference No:** 4869 **Enhanced DBS Required?** Yes No
JOB TITLE: Team Around the Family Consultant	
REPORTS TO: TAF Practice Supervisor	

1.	**PURPOSE OF JOB:** To provide leadership, support and challenge to agencies and Lead Professionals in order to ensure excellent, multi-agency Early Help is provided for children and young people and their families.	
2.	**MAIN RESPONSIBILITIES, TASKS & DUTIES**	
	i	To ensure the implementation of Lincolnshire's Early Help Strategy through effective use of the Team Around the Child process.
	ii	To raise awareness and knowledge across agencies, managers, professionals, communities, families and children/young people regarding Team Around the Family and Early Help.
	iii	To embed Signs of Safety methodology across Early Help in Lincolnshire.
	iv	To quality assure, multi-agency Early Help activity, and hold professionals and agencies to account.
	v	To provide case advice and guidance and reflective practice opportunities to Lead Professionals from Education settings in group and individual formats.
	vi	To provide professional support and challenge regarding the TAF Process to all services within Lincolnshire's Early Help Offer.
	vii	To produce reports as directed.
	viii	To design and deliver training sessions around Early Help issues.
	ix	To contribute to the development of guidance, policies and procedures for Early Help.
	x	To drive continuous improvement across all agencies, particularly with regard to co-ordination and effectiveness of multi-agency safeguarding.

3.	**MANAGEMENT OF PEOPLE** The post holder does not have any day-to-day line management responsibilities but will be responsible for the provision of case supervision to a range of Lead Professionals. Leadership, negotiation and influencing skills are crucial to the role.
4.	**CREATIVITY AND INNOVATION** The post holder must work creatively with partner agencies to identify innovative and collaborative approaches to Early Help across the county. This will demand highly developed facilitation and influencing skills. The role will need to be flexible in order to gain the trust and support of colleagues and staff from external agencies. Presentation of solutions and potential service improvements will need to be handled sensitively to maintain a good working relationship with all concerned. Includes work with challenging cases and identifying creative ways to meet the needs of children, young people and families.
5.	**CONTACTS AND RELATIONSHIPS** The post holder is required to work with managers and front-line staff from all partner agencies and community organisations. The post holder must demonstrate excellent communication skills, an ability to chair multi agency meetings and to work closely with managers and decision makers. The post holder will regularly be dealing with complex and contentious matters requiring a consistently high degree of support, persuasion, advocacy and awareness of LCC, County, Regional and National policy objectives. These skills will also have to be utilised in the postholders relationship with the service users, as they will need to work with young people and families to ensure that their voice shapes strategy, decision making, and service provision.
6.	**DECISIONS**
	a) **Discretion** The tasks to be completed by the post holder will be done within a broad range of choices. Procedures will only provide general guidelines and the post holder will only on occasions refer to anyone for advice when making decisions. Decisions made can effect the provision of service and can potentially lead to changes in procedures.
	b) **Consequences** Decisions may impact on the reputation of Lincolnshire's Children's Services, and the quality of support and service provision to children, young people and families.

7.	**RESOURCES** The postholder has access to the following resources: • Mobile phone • Laptop for use at work, at home, and external training. • Use of digital projector and other digital media for off site activities.
8.	**WORK ENVIRONMENT**
	a) **Work Demands** The post holder will regularly experience changing deadlines which will need to be managed appropriately. There is a need to reconcile internal and external stakeholder interests. There will frequently be differing perspectives between partners.
	b) **Physical Demands** Normal amount of physical effort required to carry out tasks involved.
	c) **Working Conditions** Work performed in a heated, well lit and ventilated environment.
	d) **Work Context** Need to work independently and occasionally out of normal office hours. Enhanced CRB required. The post holder will be working with vulnerable cases, and sensitive information.
9.	**KNOWLEDGE AND SKILLS** The postholder is required to have: • Degree or equivalent and relevant professional qualification level with 5 years post qualifying experience within children's services or a related field. • Outstanding knowledge and experience of safeguarding. • Awareness of services related to children, young people and families. • Ability to influence and develop strategy and practice across a range of disciplines. • A good knowledge of current legislation and Government guidance, particularly, with regard to multi-agency duties in safeguarding, and Early Help. • An awareness of Signs of Safety methodology. • The ability to effectively chair multi-agency meetings. • A good knowledge of the risks and vulnerabilities applicable to children and those that work with children. • An analytical mind, to be inquisitive and creative. • Good skills to plan and manage own time whilst meeting deadlines. • Excellent interpersonal, communication and presentation skills. • The postholder should have previous experience of working with children and young people across a range of disciplines or agencies. • Due to the sensitive nature of the position, the postholder is required to have the utmost discretion.

10.	GENERAL

Job Evaluation

This job description has been compiled to allow the job to be evaluated using the GLEA Job Evaluation scheme as adopted by the County Council.

Other Duties

The duties and responsibilities in this job description are not exhaustive.

The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post any, such duties should not substantially change the general character of the post.

Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

Equal Opportunities

The postholder is required to carry out the duties in accordance with the County Council Equal Opportunities policies.

Health and Safety

The postholder is required to carry out the duties in accordance with the County Council Health and Safety policies and procedures.

Safeguarding

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In, addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

	Name:	Signature:	Date:
Job Description written by: [Manager]		……	……
Job Description agreed by: [Postholders]		……	……

Note: Qualifications and Experience headings are included in the Person Specification, see 'Using Competencies in Recruitment & Selection' in the Employment Manual on George.

Guidance on the completion of this JD can also be found on George or available from your Directorate HR Adviser.

Job Details:	
Job Title	Team Around the Family Consultant
Identifier	4869
Director Area	Children's Services
Service Area	Safeguarding
Score	478
Grade	Grade 8

Factor Levels:	
Supervision/Management Of People	1
Dispersal Awarded	No
Creativity & Innovation	4
Contacts & Relationships	5
Decisions - Discretion	3
Decisions - Consequences	2
Resources	1
Work Demands	3
Physical Demands	1
Working Conditions	1
Work Context	1
Knowledge & Skill	5