

Assistant Team Manager – Multi-Agency Safeguarding Hub (MASH)

Fixed Term | Full Time | Grade 8

Overview

Ready to take the next step in your social work leadership career? This is an exciting opportunity for an experienced and passionate social work professional to join our Multi-Agency Safeguarding Hub (MASH) as an Assistant Team Manager, helping to make a real difference to the lives of children and families.

As an Assistant Team Manager, you will play a pivotal role in leading high-quality safeguarding practice, supporting staff development, and ensuring children receive the right help, at the right time. Working within a fast-paced, collaborative multi-agency environment, you will help drive positive outcomes for children while supporting a culture of continuous improvement and excellence.

About Us

Buckinghamshire Council is a relatively new organisation that combines the strengths and expertise of the previous five councils in the county to create positive change for local people, communities, and businesses. We are firmly focused on the future and have made a clear commitment to serve residents better and to provide stronger representation for Buckinghamshire, both locally and nationally.

Buckinghamshire is an ambitious, rapidly growing county, and our economy is one of the strongest in the country. It is an area of outstanding natural beauty and ranks as one of the top rural areas to live in the UK and yet it is incredibly well connected—only an hour from London on the train. The county has a rich history and heritage and is the birthplace of the international Paralympic movement.

We are looking for motivated, ambitious and inspiring people to join us on our journey. You will be entitled to a range of different benefits to make sure you are happy both at work and at home.

About the Role

This is a fantastic opportunity to join a well-established and forward-thinking local authority where safeguarding children is at the heart of everything we do. As part of a supportive management team, you will work closely with the Team Manager to provide leadership, oversight, and professional guidance across the service, ensuring that children and families receive timely and effective interventions.

The Multi-Agency Safeguarding Hub is the front door to Children's Services, bringing together key partners to share information, assess risk, and make informed decisions that

protect vulnerable children. As Assistant Team Manager, you will have the opportunity to influence practice, lead decision-making, and support a team of Social Workers and Contact & Referral Officers to deliver consistently high standards of service.

This role offers the perfect balance of operational leadership and practice development. You will oversee the screening and triage of referrals, support complex safeguarding decisions, chair strategy discussions, and work collaboratively with partner agencies to ensure risks are identified and responded to effectively. Alongside this, you will help develop staff, improve performance, contribute to service improvements, and champion a child-centred approach across the team.

Key responsibilities include:

- Supervising, mentoring and supporting a pod of Social Workers and Contact & Referral Officers through high-quality reflective supervision.
- Providing oversight of referrals, risk assessments and decision-making to ensure statutory timescales are met.
- Leading on child protection decision-making and safeguarding interventions.
- Chairing strategy discussions and working closely with multi-agency partners.
- Providing professional advice, guidance and support to colleagues, partners and families.
- Supporting the effective transfer of cases to Assessment Teams, ensuring clear analysis and recommendations.
- Driving practice excellence, quality assurance activity and performance improvement.
- Assisting the Team Manager with service development, staff induction and workforce learning initiatives.

For a full breakdown of responsibilities and requirements, please refer to the Job Description.

Any-Desk:

As an 'any-desk' worker, you'll need to be connected to our network to access digital folders and resources, but this can either be from home or an office location when required. You will be required to work from the office a couple of times a week, depending on your role and team requirements.

About You

We are looking for an experienced and motivated social work professional who is passionate about safeguarding children and achieving the best possible outcomes for families. You will

be a confident practitioner and emerging leader who thrives in a fast-paced environment, can balance competing priorities, and has the ability to make sound decisions in complex situations.

You will bring strong safeguarding knowledge, excellent risk assessment skills, and a commitment to high-quality practice. Equally important is your ability to support, motivate and develop others, creating a positive team culture where staff feel empowered to achieve their best.

To be successful in this role, you will demonstrate:

- Substantial experience within statutory children's social care.
- Supervisory experience within a MASH setting, or significant frontline MASH experience with responsibility for complex safeguarding decision-making.
- Strong knowledge of safeguarding legislation, child protection processes and statutory guidance.
- Experience of leading on risk assessment, screening and triage of referrals.
- Excellent communication and relationship-building skills, with the confidence to engage effectively with families, professionals and partner agencies.
- The ability to analyse complex information and make timely, evidence-based decisions.
- A collaborative and solution-focused approach to achieving positive outcomes.
- Resilience, organisation and the ability to perform effectively within a demanding environment.
- A commitment to developing others through coaching, supervision and performance management.

You will also hold a recognised Social Work qualification and be registered with Social Work England.

Above all, you will be passionate about improving the lives of children and young people, championing excellent safeguarding practice, and ensuring that children's lived experiences remain at the centre of every decision you make.

We understand that candidates may use AI tools to assist with their applications. While we welcome innovation, we expect all submissions to reflect your own experience, skills, and achievements accurately. Please ensure your application is truthful and demonstrates your personal capabilities, as this will be assessed during the selection process.

Other Information

For more information about this role, please contact **Louise Collins** at Louise.Collins@buckinghamshire.gov.uk for an informal discussion.

Closing date: TBC

Interview Date: TBC

We reserve the right to close the vacancy once we have received sufficient applications, so please be advised to submit your application as early as possible.

Buckinghamshire Council is committed to safeguarding and promoting the welfare of children, young people and adults at risk.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare:

- All unspent convictions and conditional cautions
- All spent convictions and adult cautions that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020 and 2023).

For further information on filtering please refer to [Nacro guidance](#) and the [guidance published by the Ministry of Justice](#) (see, in particular, the section titled 'Exceptions Order').