# **PERSON SPECIFICATION: DEPUTY UNIT MANAGER (302 Stockton Road) POST REFERENCE: SR-106196**

**Hartlepool Borough Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. This post is subject to safer recruitment measures a disclosure and barring service (DBS) check will be required.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | Management qualification level 4-5 in childcare and related social care criteria (F)  Social work qualification (F)  Evidence of ongoing training in theories of childcare interventions (F)  Relevant Vocational experience/training around the SCIF framework, and Children’s homes regulations (F) |  |
| * **Work or other relevant experience** | Significant experience working with children and young people within a residential setting (F) (I)  Proven ability to work effectively in partnership with other organisations, e.g. Health, Education and Voluntary Agencies (I)  Demonstrable experience of supervising staff (F) (I) | Management experience of working with children and young people within residential setting (F)  Experience of planning and implementing service improvements (I)  Experience of budget management (I)  Experience of direct work with young people, assessment skills and theoretical knowledge base (F) (I) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| * **Skills, abilities, knowledge and competencies** | A working knowledge of the Children Act and other relevant legislation and guidance (I)  Demonstrable knowledge of the theory and research that underpin work with Children & Families (I)  Demonstrable skills in assessment, planning and providing services to meet identified needs (I)  To be able to demonstrate an ability to effectively communicate in order to influence others (I)  Proven ability of implementing individual care packages, have a knowledge of the care planning process (I) | Evidence of awareness of Health & Safety Issues (F)(I)  Evidence of awareness of Care Standards Act (2000) and Children’s Home Regulation 2011 (F) (I)  Awareness of disability issues generally, particularly around the inclusion of disabled children within mainstream provision (F) (I) | |
| * + **General competencies** | Ability to ensure effective lines of communication with colleagues, management, external agencies, parents, carers and young people (I) (F)  Ability to manage self and others in order to deliver a high quality service (I)  Ability to motivate and contribute to the professionals development of staff members (F) (I)  Be in possession of a current legal driving license and able to transport young people (F) | Proven ability to compile reports and maintain accurate records (I) | |
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.