



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Deputy Manager - Short Break Residential Care

GRADE: Band 7

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> Level 3 in Children and Young People or equivalent such as a Level 3 Diploma for Residential Child Care Level 5 Leadership and Management or willingness to work towards this within a 12 month period 	<ul style="list-style-type: none"> Registered Managers Award Level 5 Diploma in Children and Young People or equivalent Qualified and registered social worker Training in family interventions 	<ul style="list-style-type: none"> Application form Certificates
Work Experience	<ul style="list-style-type: none"> Significant experience of direct work with children and young people and their families Significant experience of delivering a wide range of interventions with children and young people Significant experience of child protection and working within policies and procedures Significant experience of working as a part of a team in a management role Experience of engaging children to ensure their voice is heard Experience of recording, care planning and quality assurance commensurate with the deputy management role Significant experience of supervising and line managing others 	<ul style="list-style-type: none"> Experience of working in multi-disciplinary teams and settings Experience of Team around the child/family Experience of working with young people with additional needs. 	<ul style="list-style-type: none"> Application form Interview References
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> Ability to place the child / young person and family at the centre of all practice and decision making Highly developed awareness 	<ul style="list-style-type: none"> Knowledge and understanding of Team Teach 	<ul style="list-style-type: none"> Interview Young people's panel Presentation

	<ul style="list-style-type: none"> of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence • Ability to establish working relationships with children, families and partner agencies • Demonstrates working with others and behaving in a way that respects the rights of others, taking into account their needs and working in an anti-discriminatory way • Awareness of relevant legislation and statutory guidance i.e. Quality Standards for Children's Homes and Children's Homes Regulations • Awareness of the role of key public agencies in safeguarding and promoting the welfare of children • Excellent verbal and written communication skills • Skilled in managing competing priorities within timescales • Ability to use technology and ITC systems • Able to challenge and be challenged and supervise others in practice • Budget and financial management skills 		<ul style="list-style-type: none"> • References
Disposition	<ul style="list-style-type: none"> • Organised and able to organise others • Calm, considered, reflective and decisive • Approachable, able to listen and provide support • Transparent and accountable • Open to innovation and new ways of thinking • Provides a positive example to others • Able to lead and lead others instilling the highest possible practice standards 		<ul style="list-style-type: none"> • Interview • Young People's interview • References
Circumstances	<ul style="list-style-type: none"> • Able to undertake shift work across evenings, weekends and bank holidays which will include sleep- in's • Enhanced clearance from the Disclosure and Barring Service 	<ul style="list-style-type: none"> • Full current driving license or access to a means of mobility support 	<ul style="list-style-type: none"> • Application form • Interview • DBS check