

Person Specification
Manager/ Officer in Charge
Children's Residential Homes

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Recognised Management Qualification equivalent to the Level 5 Diploma in Leadership and Management for Residential Childcare **or** Recognised Social Work Qualification, e.g., CQSW, CSS, DipSW, Degree in Social Work, or equivalent (along with relevant professional registration)
- Good knowledge and understanding of Children's Home Regulations, The Children Act 1989, Care Standards Act 2000, The Children Act 2004.
- Knowledge and understanding of best practice and current trends in residential childcare, including the impact of trauma on children in care
- A good track record of effective leadership with a proven ability to lead, mentor, inspire and support colleagues to achieve the best outcomes, especially when caring for young people with challenging behaviours
- To inspire resilience in team members to effectively support young people, particularly when the team are in emotionally challenging situations, where the young people are displaying significant physical and verbal aggression.
- A good track record in people management with experience of effective and reflective supervision.
- Able to liaise effectively with other agencies and professional providing appropriate challenge where required.
- To promote to the staff team an understanding of a young person's present needs, alongside understanding the long term effects of their adverse childhood experiences and disabilities, which ultimately impacts upon their current emotional wellbeing and behaviours
- To promote and practice an understanding of Trauma Informed Care to aid in understanding and relating to the young person
- Able to demonstrate knowledge and understanding of child development, including environmental factors and how they impact children
- Able to demonstrate knowledge and understanding of the needs of autistic young people, alongside other mental health issues or other complex needs.
- Ability to assess and understand the balance of risk and protective factors for children in care and how these might be managed in a care setting to protect children, colleagues and the public.
- Able to demonstrate a knowledge and understanding of confidentiality and its implications in residential care
- Able to build a rapport with children, young people and families to establish trusted relationships.
- Able to deal effectively with extremely difficult and abusive behaviour, and provide appropriate support to colleagues in these situations
- Able to lead and create a supportive team environment to achieve the best outcomes for children and young people.
- Excellent recording and report writing skills and experience of using electronic data information systems, ensuring that any incidents are reported timeously and information shared as appropriate

- Effective time management skills and the ability to manage, prioritise and distribute tasks and caseloads
- Able to manage budgets and provide value for money
- A flexible approach to work, with the confidence to work autonomously

Desirable

- Recognised Social Work Qualification e.g. CQSW, CSS, Dip SW, Degree in Social Work or equivalent (along with relevant professional registration)
- Good knowledge of the resource available to support children in care across a range of sectors.
- Previous experience of working with children in care and/or other related experience
- Training in other related and relevant fields, for example, Psychology, Sociology, etc.
- Able to contribute to personal continuous service development
- Full driving licence and/or access to personal transport

Part B

The following criteria will be further explored at the interview stage (as well as further exploring the above criteria is met):

- Experience of establishing trusted relationships with children and young people to enable lasting change.
- Knowledge and understanding of issues that affect the way children and young people behave (e.g. substance misuse, sexual exploitation, trauma, autism, mental health issues).
- Ability to deliver a balanced response in challenging situations using your experience and knowledge of child protection issues.
- Ability to challenge and support colleagues to achieve the best outcomes for children and young people.
- Commitment to providing high quality services providing value for money
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

Additional Requirements

- Enhanced DBS Disclosure Certificate and barred list check
- Suitability to work with client group
- Flexible approach to work, location, duties and hours – able to follow a work rota, including weekend working and sleep-ins as required