

## Person Specification

### Manager

### Children's Residential Homes - Bedeburn Short Breaks Home

#### 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, and the impact of severe and complex health needs on children with disabilities who will be accessing short breaks.
- 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 have complex needs and may be displaying 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 complex learning or physical disabilities,
- 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