

# Children's Home Lead Manager

## Person Specification

We will use these criteria to assess your suitability for the job.

### Essential

1. 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)
2. Thorough understanding of relevant legislation, regulations, and professional best practice.
3. Thorough understanding of Health & Safety legislation and the ability to produce concise accurate risk assessments.
4. Thorough understanding of contemporary issues within residential services.
5. Evidence of continuing professional and managerial development.
6. Ability to deliver a balanced response in challenging situations using your experience and knowledge from within children's social care whilst ensuring the best outcome is achieved for children in care.
7. Significant knowledge and experience of safeguarding children
8. A successful track record of engaging effectively with others at a senior level and building productive partnerships with key stakeholders.

9. Ability to provide visible and supportive leadership, empowering, enabling, motivating and developing the staff and fostering a positive organisational culture.
10. Ability to operate effectively within the democratic process and to develop productive working relationships with Council Members.
11. Ability to maintain a clear overview of the general issues affecting the Council specifically in relation to Children's Services.
12. Strong analytical skills and an excellent aptitude for developing innovative solutions to complex problems.
13. Ability to propose, develop and implement effective strategies in pursuit of agreed goals and to make clear, informed, appropriate and timely decisions.
14. Well-developed networking, partnership, advocacy, negotiating and presentation skills that are persuasive and influential with others
15. Financial and commercial awareness.
16. Well-developed IT skills and awareness.
17. Excellent interpersonal and communication skills to relate effectively to, and command the respect, trust and confidence of, colleagues, Council Members, and other stakeholders.

## Desirable

1. Management Qualification
2. Experience of a range of strategic management functions.

3. Knowledge of local government corporate management systems
4. Full driving licence

## Additional Requirements

- Enhanced DBS Disclosure Certificate
- Flexible approach to work, location, duties, and hours including on-call role.

## Our Values

Do you share our values of **proud**, **fair**, and **ambitious**?