

Children's Home 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. Good knowledge and understanding of Children's Home Regulations, The Children Act 1989, Care Standards Act 2000, The Children Act 2004.
3. 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.
4. An ability 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 behaviours.
5. A good track record in people management with experience of effective and reflective supervision.
6. An ability to liaise effectively with other agencies and professionals providing appropriate challenge where required.
7. Able to support the staff team in understanding a young person's present needs, emotional wellbeing and behaviours, and the long-term impacts of their adverse childhood experiences and disabilities, through a trauma informed approach to care.

8. An ability to demonstrate knowledge and understanding of the needs of young people with complex needs including autism, learning disabilities, mental health issues and other environmental factors that may affect how children and young people behave.
9. A proven track record in assessing 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.
10. A good knowledge and understanding of confidentiality and its implications in residential care.
11. Able to build a rapport with children, young people and families to establish trusted relationships that support lasting change.
12. 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
13. Effective time management skills and the ability to manage, prioritise and distribute tasks and caseloads.
14. Able to manage budgets and provide value for money.
15. A flexible approach to work, with the confidence to work autonomously.
16. A commitment to Equal Opportunities and anti-discriminatory practice in employment and service delivery.

Desirable

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

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

Able to be part of a manager on call rota offering advice and support out of hours across Newcastle Children's Home

Our Values

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