**PERSON SPECIFICATION - TEAM MANAGER – PROVIDER SERVICES POST REF: SR-107460**

HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN

AND YOUNG PEOPLE.THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES, INCLUDING AN ENHANCED CRB CHECK.

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| **REQUIREMENTS** | **ESSENTIAL CRITERIA**  Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) | **DESIRABLE CRITERIA**  Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) | |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | To possess or working towards NVQ Level 4 in Care / Management(F)  Commitment to achieve First Aid at Work Certificate.(I) | Diploma in Leadership for Health and Social Care and Children and Young People's Services  Qualification number:  3978  Qualification type:  QCF  Level:  Level 5 (F) (I) | |
| * **Work or other relevant experience** | Recent practitioner experience of working with vulnerable people. (F) (I)  Knowledge of relevant legislation, eg, Care Standards Act 2000 & Health and Safety at Work Act, Protection of Vulnerable Adults. (F) (I)  Knowledge of department policies, procedures and practice guidance. (F) (I) |  | |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY:- F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | | |
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| * **Work or other relevant experience** | Continued …  Experience of facilitating the social inclusion of Older people and people with disabilities within their communities and working to ensure a positive person centred approach that enables the person to gain self-determination and exercise information choice.  Evidence of multi-disciplinary working. (F) (I)  Recent experience of or knowledge of managing a service (F) (I)  Detailed practical understanding of the implementation of personal budgets.(F) (I) (T) | | Significant experience of managing a team of staff, supporting people with a range of housing care and support needs. (F)  Experience of managing a service through change. (I) |
| * **Skills, abilities, knowledge and competencies** | Ability to work as part of a team. (I) (R) (T) (P)  Ability to demonstrate skills in supervising, directing, motivating support and staff. (I) (R) (T) (P)  Ability to work under pressure and deal with own and others stress. (I) (R) (T) (P)  Ability to maintain quality standards which meet the National Minimum Standards for the Service. (I) (R) (T) (P) | | Demonstrate knowledge and understanding of the needs of adults (including their carers) requiring intervention to maximise their independence (I) (F) |
|  | Continued….  Ability to demonstrate organising, assessing and reviewing skills. (I) (R) (T) (P)  Ability to contribute to the support planning process and ensure people’s plans are monitored and reviewed regularly. (I) (R) (T) (P)  Good interpersonal skills.(I)  Good oral and written communication skills.(F) (I)  The ability to use IT equipment effectively and undertake a range of admin asks. (F) | |  |
| * **General competencies** | Commitment to the Department’s aims, objectives, values and principles of service provision. (I)  Awareness and commitment to equal opportunity issues. (I)  Respect for the diverse needs and lifestyles of others.(F) (I)  Commitment to the development of a person centred service. (I)  Commitment to personal/professional development.(F) | |  |
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