



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Deputy Manager - Residential Care

**GRADE:** Band 7

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>Level 3 in Children and Young People or equivalent such as a Level 3 Diploma for Residential Child Care</li> <li>Level 5 Leadership and Management or willingness to work towards this within a 12 month period</li> </ul>	<ul style="list-style-type: none"> <li>Registered Managers Award</li> <li>Level 5 Diploma in Children and Young People or equivalent</li> <li>Qualified and registered social worker</li> <li>Training in family interventions</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>Significant experience of direct work with children and young people and their families</li> <li>Significant experience of delivering a wide range of interventions with children and young people</li> <li>Significant experience of child protection and working within policies and procedures</li> <li>Significant experience of working as a part of a team in a management role</li> <li>Experience of engaging children to ensure their voice is heard</li> <li>Experience of recording, care planning and quality assurance commensurate with the deputy management role</li> <li>Significant experience of supervising and line managing others</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in multi-disciplinary teams and settings</li> <li>Experience of Team around the child/family</li> <li>Experience of working with young people with additional needs.</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>Ability to place the child / young person and family at the centre of all practice and decision making</li> <li>Highly developed awareness</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and understanding of Team Teach</li> </ul>	<ul style="list-style-type: none"> <li>Interview</li> <li>Young people's panel</li> <li>Presentation</li> </ul>

	<ul style="list-style-type: none"> <li>of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence</li> <li>• Ability to establish working relationships with children, families and partner agencies</li> <li>• Demonstrates working with others and behaving in a way that respects the rights of others, taking into account their needs and working in an anti-discriminatory way</li> <li>• Awareness of relevant legislation and statutory guidance i.e. Quality Standards for Children's Homes and Children's Homes Regulations</li> <li>• Awareness of the role of key public agencies in safeguarding and promoting the welfare of children</li> <li>• Excellent verbal and written communication skills</li> <li>• Skilled in managing competing priorities within timescales</li> <li>• Ability to use technology and ITC systems</li> <li>• Able to challenge and be challenged and supervise others in practice</li> <li>• Budget and financial management skills</li> </ul>		<ul style="list-style-type: none"> <li>• References</li> </ul>
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Organised and able to organise others</li> <li>• Calm, considered, reflective and decisive</li> <li>• Approachable, able to listen and provide support</li> <li>• Transparent and accountable</li> <li>• Open to innovation and new ways of thinking</li> <li>• Provides a positive example to others</li> <li>• Able to lead and lead others instilling the highest possible practice standards</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Young People's interview</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Able to undertake shift work across evenings, weekends and bank holidays which will include sleep- in's</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>	<ul style="list-style-type: none"> <li>• Full current driving license or access to a means of mobility support</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• DBS check</li> </ul>