



## PERSON SPECIFICATION

### Children's Social Care

**Job title:** Registered Manager Children's Home

<b>Qualifications</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
Degree in Social Work, or Level 5 Diploma qualification in relevant subject	Essential
Ability and willingness to undertake level 5 management Qualification if not already obtained.	Essential
Registered Manager status or prepared to undertake within trust timescales	Essential

<b>Experience</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
Significant knowledge and experience of Children's Homes Regulations and quality standards.	Essential
Previous significant experience of holding a Registered Manager role delivering a good or outstanding judgement from Ofsted	Essential
Previous significant experience of working in a residential setting with children in a senior capacity – at least two years	Essential
Working practice of monitoring provisions and participating in Ofsted Inspection processes – leading at least two Ofsted inspections	Essential
Experience of working with children with complex needs. Understanding of causes of behaviour in children and behaviour management techniques. Significant experience of undertaking risk assessments and risk management plans	Essential
Working experience of engagement with health, education and therapeutic provision to promote children's welfare.	Essential

<b>Knowledge, skills and abilities</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
Working knowledge of relevant Legislation, Regulations and Guidance (e.g. Children Act 2004, Care Act 2014, Children and Families Act 2014, Working Together). Knowledge of Children's Rights issues	Essential
<b>Leading People</b> <ul style="list-style-type: none"> <li>• Evidence of understanding and building commitment to parent organisation</li> <li>• Able to develop shared plans and goals for the team and motivates and inspires team members to achieve them</li> <li>• Develops a strong sense of cohesion and team spirit</li> <li>• Ability to encourage and develop team debrief and honest support</li> </ul>	Essential

<ul style="list-style-type: none"> <li>• Manages the performance of team members and provides regular coaching and feedback</li> <li>• Creates a working culture that is open and responsive to change</li> </ul>	
<p><b>Delivering Services</b></p> <ul style="list-style-type: none"> <li>• Ability to respond to Inspections, and Regulation 44 visits and formulate action plans.</li> <li>• Ability to manage the appropriate completion of all regulation documentation and notifications inc Reg 45</li> <li>• Ability to act as designated lead for safeguarding, risk management and welfare promotion for young people and staff</li> <li>• Commitment to, and understanding of, the principles of Equal Opportunities for all, in employment and the delivery of services.</li> <li>• Ability to advocate for and with children</li> </ul>	Essential
<p><b>Personal Effectiveness</b></p> <ul style="list-style-type: none"> <li>• Uses a range of communication styles to influence others</li> <li>• Delivers professional and persuasive presentations to large internal and external groups</li> <li>• Prepares high quality written communication and reports</li> <li>• Applies skilful negotiation techniques to achieve win-win outcomes</li> <li>• Demonstrates a high level of personal drive and energy that sets an example to others</li> <li>• Demonstrates a determination to achieve challenging targets</li> <li>• Displays a commitment to own personal development and learning</li> <li>• Actively promotes a culture that values equality and diversity</li> <li>• Is flexible and adaptable to changing goals and circumstances</li> <li>• Anticipates and responds proactively to organisational change</li> <li>• Continuously looks for ways to improve services and develop new ways of working</li> </ul>	Essential



<b>Physical:</b> <ul style="list-style-type: none"> <li>● The ability to ensure the safety of residents and staff, which may include physical interventions. Including attendance at mandatory training and achieve competence.</li> <li>● The ability to withstand/cope with any physical contact expected with this client group.</li> <li>● Ability to access a variety of locations.</li> </ul>	Essential
<b>Special Requirements:</b> <ul style="list-style-type: none"> <li>● Satisfactory enhanced Disclosure and Barring Service clearance.</li> <li>● None smoking at work</li> <li>● Ability and willingness to take part in rota cover of the home including evenings, weekends, bank holidays and in times of emergency.</li> <li>● Ability to participate in on call rota</li> <li>● Ability to cover/support all areas the residential/Supported Housing pathway as required</li> <li>● Ability to promote and work in partnership with other agencies</li> <li>● Ability to support and lead staff/colleagues in a stressful environment.</li> <li>● Working knowledge of Health and safety risk assessments and risk management</li> <li>● Satisfactory completion of 'registered manager' process and interview with OFSTED to register as manager for the Assessment home.</li> </ul>	Essential

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of Talbot House Trust and the specific requirements of the role.