

## Person Specification – Residential Children’s Home Manager

	Essential	Desirable	Method of Assessment
<b>Qualifications and CPD</b>	<ul style="list-style-type: none"> <li>Level 3 Diploma for Residential Childcare or equivalent.</li> <li>Level 5 Diploma in Leadership and Management for Residential Childcare or equivalent, or have significant experience in a role requiring the supervision and management of staff working in a care role and commit to attaining the Level 5 Diploma within 1 year of commencing in post.</li> </ul>	<ul style="list-style-type: none"> <li>DipSW, CSS, CQSW or Social Work Degree.</li> </ul>	Application form
<b>Experience</b>	<ul style="list-style-type: none"> <li>Significant experience at senior level in a Children’s Home.</li> <li>Substantial experience in a role requiring the supervision and management of staff working in a residential setting.</li> <li>Working with young people and their families.</li> <li>Inter-agency work.</li> <li>Experience of working in partnership with OFSTED to achieve better outcomes for children and a clear</li> </ul>	<ul style="list-style-type: none"> <li>Budget management.</li> <li>Familiar with IT systems.</li> <li>Developing and monitoring systems.</li> <li>Human resources practices</li> <li>Supervision and delivery of training.</li> <li>Organising and co-ordinating delivery of services.</li> </ul>	Application form Selection Process Pre-employment Checks

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	<p>understanding of the inspectorate expectations.</p> <ul style="list-style-type: none"> <li>• Experience of working with OFSTED/ Inspection framework.</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to Equal Opportunities and anti-discriminatory practice.</li> <li>• A flexible approach to undertaking the social work task.</li> <li>• Commitment to high quality services for children and their families.</li> <li>• Commitment to personal growth and development.</li> <li>• Emotional resilience and maturity.</li> <li>• Organised and meet timescales.</li> <li>• Innovative and imaginative.</li> <li>• Ability to establish targets for staff and young people.</li> <li>• Child Centred.</li> <li>• To be 'fit' to manage the home in accordance with current Children's Homes Regulations.</li> <li>• Successful Ofsted Registration.</li> <li>• To be fit and able to undertake Restraint and de-escalation training.</li> </ul>		<p>Application form Selection Process Pre-employment Checks</p>

<p><b>Skills and Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Knowledge of the Children Act 2014 and associated regulations and practice guidance.</li> <li>• Relevant procedures including Safeguarding, Looked After and Children in Need.</li> <li>• Policies and legislation including Children’s Rights, Equal Opportunities, Mental Health Act, Disability Act.</li> <li>• Children’s Homes Regulations 2015.</li> <li>• Care planning and review process.</li> <li>• Risk management.</li> <li>• Ability to plan and implement plans effectively.</li> <li>• Assessment skills.</li> <li>• Good interpersonal skills with an ability to support colleagues, young people and families.</li> <li>• Good communication skills with the ability to express ideas clearly both orally and in writing.</li> <li>• Ability to work effectively in partnership with other agencies.</li> <li>• Active listening and observational skills.</li> <li>• Strong leadership skills.</li> <li>• Ability to motivate and enable others.</li> <li>• Ability to form lasting and professional relationships.</li> </ul>	<ul style="list-style-type: none"> <li>• Human resources practices – managing sickness and performance at work.</li> <li>• Health &amp; Safety Regulations.</li> <li>• Project management.</li> <li>• Report writing.</li> </ul> <p>Experience of delivering training.</p>	<p>Application form Selection Process Pre-employment Checks</p>
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	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
	<ul style="list-style-type: none"><li>• Commitment to continuous professional development.</li></ul>		