NEW START

PERSON SPECIFICATION
REGISTERED MANAGER

The successful candidate must be able to demonstrate that they meet the following criteria:

	Essential or Desirable	Method of Assessment
1. Employment Experience		
1.1 A minimum of 3 years' experience in a Senior position within residential childcare.	E	A/I
1.2 Experience of Ofsted and the inspection process.	E	A/I
1.3 Relevant experience / good understanding of the National Minimum Standards for Children's Homes.	E	A/I
2. Educational Background/Training		
2.1 NVQ Level 5 in Children and Young People's Workforce.	E	A
3. Knowledge		
3.1 Working knowledge of barriers children and young people face and how to support them to overcome such barriers in a residential setting.	E	A/I
3.2 Knowledge of child development and to provide the correct level of support to each individual child based on their needs.	E	A/I
3.3 Knowledge and understanding of Safeguarding procedures and legislation within a residential children's home.	E	A/I
3.4 Knowledge and understanding of relevant legislation (i.e. Care Standards Act 2000 and National Minimum Standards).	E	A/I
3.5 Previous experience of multi-agency working.	E	A/I
3.6 Successful record of leading and managing staff within a performance management framework to achieve outcomes	E	A/I
4 Skills		
4.1 Good organisational skills and the ability to manage a	E	A/I

residential children's home.		
4.2 Good interpersonal skills with the ability to communicate with people from a variety of backgrounds.	E	A/I
4.3 Ability to work as part of a team.	E	
4.4 Confidence and ability to lone work, manage minor situations that present difficulties for the young persons; and advocate on behalf of those who may also have multiple support needs and complex behaviours.	E	A/I
4.5 Excellent written and verbal communication skills, with the ability to consistently record relevant support for young people.	E	A/I
4.6 Awareness of the importance of working in a safe and professional manner at all times whilst representing the service.	E	A/I
5 Personal		
5.1 Committed to improving the lives of young people with complex needs.	E	A/I
5.2 An understanding and commitment to the Mission, Vision and Values of New Start, identifying and challenging where these are not met.	E	A/I
5.3 Able to develop and sustain excellent working relationships with clients and other agencies.		
5.4 Ability to be flexible, adaptable and creative to enable changing priorities to be adopted by the team in a positive way.	E	A/I
5.5 A commitment to Diversity and Equality in the working relationships and practice.	E	A/I
5.6 A commitment to ensuring the needs and rights of clients are upheld through active participation work.	E	A/I
5.7 Committed to own personal development and CPD.	E	A
5.8 Energetic and highly motivated with a commitment to performing the role in a positive and professional driven manner.	E	A
5.9 Excellent interpersonal / communication skills, Excellent negotiation / mediation skills.	E	A/I
5.10 Committed to personal learning development.	E	A/I
5.11 Reliable and punctual.	E	A/I

KEY – Method of Assessment

A – Application Form
I – Interview
T – Test