

PERSON SPECIFICATION



Job Designation	Team Leader
Salary	
Reports To	Home Manager

	ESSENTIAL	DESIRABLE	VERIFIED BY
QUALIFICATIONS			
Educated to GCSE standard or equivalent.	E		Application Form/ Certificate
NVQ 3 Children and Young People or equivalent (candidates studying NVQ3 will be considered).	E		Application Form/ Certificate
NVQ 4 Care / NVQ 4 Management or equivalent.		D	Application Form/ Certificate
D32/33/340 Assessors Award.		D	Application Form/ Certificate
SKILLS			
Evidence of working with young people in a residential setting.	E		Application Form/ Interview
Experience of monitoring, recording and reporting.	E		Application Form/ Interview
Working on own initiative when required.	E		Application Form/ Interview
Leadership and motivation skills.	E		Interview
Excellent interpersonal skills.	E		Presentation/ Interview
Good written & oral communication.	E		Presentation/ Interview
KNOWLEDGE			
National Minimum Standards Residential Children's Homes.	E		Application Form/ Interview
Children Act 1989 / 2004.	E		Application Form/ Interview
Protection of Children Act 1999.	E		Application Form/ Interview
The needs of children and young people in public care.	E		Application Form/ Interview
Awareness of agencies and services relevant to the needs of children in public care.	E		Application Form/ Interview
Awareness of equal opportunities in day to day practice.	E		Interview
Child Development.	E		Application Form/ Interview
Understanding of the principals of teamwork.	E		Interview
Understanding of intervention strategies.	E		Interview
Understanding the principles and practical application of safeguarding and child protection.	E		Interview

ABILITY			
Working in partnership with families and external agencies.	E		Interview
To participate and function professionally in meetings.	E		Interview
Effectively communicate with children, young people, staff and other professionals.	E		Application /Interview
To take the lead and ensure other team members follow policy and procedure.	E		Interview
Supervise and promote the development of staff.	E		Interview
OTHER REQUIREMENTS			
Ability to work on a rota system including sleep-ins, days, evening and weekend working.	E		Interview
Demonstrable commitment to valuing diversity.	E		Application Form/ Interview
Full driving licence.	E		Application Form
Be flexible when needed to provide cover to other homes.	E		Interview