

PERSON SPECIFICATION

Job Designation	Team Leader
Salary	
Reports To	Home Manager

	ESSENTIAL	DESIRABLE	VERIFIED BY
QUALIFICATIONS			
NVQ 3 – Level 3 Diploma (QCF) qualified in Children and Young People’s workforce.	E		Application Form/ Certificate
SKILLS			
Minimum of 2 Years experience of working with young people in a residential setting.	E		Application Form/ Interview
Demonstrable Experience of managing people in a residential setting	E		
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 both oral and written	E		Presentation/ Interview
Effective Team Working, understanding & practise	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 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.	D		Application Form
Be flexible when needed to provide cover to other homes.	E		Interview