

Person Specification

Post Title:	Children's Standards Champion
Section:	Operations

Note

E denotes essential / D denotes desirable

Method of assessment: A Application / I Interview / T Test

Skills	E/D	Method of assessment
<ul style="list-style-type: none"> Ability to think, plan and act strategically with a creative approach to problem solving and delivery in testing circumstances and with competing priorities. 	E	A
<ul style="list-style-type: none"> Effective presentation, communication and interpersonal skills and ability to apply these effectively to a variety of audiences. 	E	A & I
<ul style="list-style-type: none"> Provide clear and equitable leadership, motivating others to maximise their performance 	E	A
<ul style="list-style-type: none"> Develop productive working relationships with staff groups, colleagues and all potential partners in service delivery 	E	A & I
<ul style="list-style-type: none"> Meet deadlines and targets, demonstrating an ability to achieve despite constraints or obstacles. 	E	A & I
<ul style="list-style-type: none"> Ability to design and deliver effective processes, systems and structures 	E	A & I
<ul style="list-style-type: none"> Strong communication skills, both written and verbal 	E	A & I
<ul style="list-style-type: none"> Negotiate successfully, remaining open to suggestions, whilst significantly influencing outcomes 	E	A
<ul style="list-style-type: none"> Excellent negotiation skills 	E	A
<ul style="list-style-type: none"> Report writing skills 	E	A
<ul style="list-style-type: none"> Ability to work on own initiative and part of a team 	E	A & I
Knowledge	E/D	Method of assessment
<ul style="list-style-type: none"> Working knowledge of proposed and existing legislation, statutory regulations, and government guidance in relation to children & young people. 	E	A & I
<ul style="list-style-type: none"> Knowledge of child protection and children's safeguarding processes and the roles of the personnel in local authorities who deliver those services. 	E	A & I
<ul style="list-style-type: none"> Thorough knowledge of the standards and regulations that support residential services for children. 	E	A & I
<ul style="list-style-type: none"> Knowledge and full understanding of the Ofsted inspection criteria for, children's residential services, and the process of Ofsted reporting. 	E	A & I
<ul style="list-style-type: none"> Knowledge of northerncare's portfolio of services 	D	A & I

Experience	E/D	
<ul style="list-style-type: none"> Substantial post-qualifying experience in work within children's services Working in partnership with service users and stakeholders A record of success in communicating and engaging with a wide range of internal and external bodies, building partnerships and productive working relationships and positively promoting organisational reputation and interests. Planning service against targets , monitoring and review Inspection of Children's Residential Services. Work with children and young people in public care 	E E E E D D	A A A & I A & I A A

Qualifications	E/D	
<ul style="list-style-type: none"> Relevant professional qualification in Social Work, Youth Work, NVQ 4 / 5 example, NVQ4 children and young people, or equivalent 	E	A
<ul style="list-style-type: none"> Management Qualification: for example, (CMS) Certificate in Management Studies. (DMS) Diploma in Management Studies. NVQ 4 in management or equivalent. 	D	A
<ul style="list-style-type: none"> Educated to Degree level 	D	A
Special Requirements and Environmental Factors	E/D	
Demonstrate role model behaviours, acting in a responsible and professional manner at all times.	E	
Act as a champion of good practice.	E	
Attend training courses as required	E	
Undertake such duties as may be required by the Company	E	
Ability to use Information Technology	E	
Full driving licence and ability to travel extensively	E	

Authorisation Authorisation Signature: _____ Date: July 2009 Prepared by: _____ Date: _____
