

DEPUTY HOMES MANAGER

Person Specification

	Essential	Desirable
Education and Training	NVQ level 3 or qualification in childcare studies	NVQ level 4 or equivalent in relevant field and willingness to undertake Management & Leadership course.
	A willingness to take responsibility for own personal and professional development	
Experience	Experience of giving supervision	Experience of working with groups
	Experience of working with Children or Adolescents who display challenging behaviour.	Experience of Positive Handling such as Team Teach.
	Experience of working in a residential setting at a senior/managerial level	
Skills and Knowledge	A willingness to work within a psychodynamic structure using psychodynamic approaches	An understanding of psychodynamic thinking and approaches
	The ability and willingness to work in partnership with the Education Team	An awareness of child protection issues and procedures
	Good interpersonal and leadership	Full driving licence
	A flexible approach/outlook to activities and tasks	The ability to use a computer effectively
	The ability to work well under pressure.	An awareness of current childcare legislation
	Good recording and report writing	
	Good organisational and time management skills	
	The ability to support staff in setting up and implementing plans for young people	
	The ability to delegate affectively	

The ability to use initiative and be self motivated	
Good time management	
An awareness of policy and good practice in relation to childcare	
A commitment to equal opportunities	
A good sense of humour	