

Deputy Manager – Person Specification

	Essential	Desirable	Method of Assessment
Personal attributes	<ul style="list-style-type: none"> - Willingness to embrace organisational values as their own. - High level of integrity. - Ability to inspire and motivate others. - Excellent interpersonal skills. - Organised. - Accountable for own work. - Committed. 	<ul style="list-style-type: none"> - Creative. - Flexible approach to achieving positive outcomes. - Solution focused. 	<ul style="list-style-type: none"> - Application form - Interview - Assessment
Education	<ul style="list-style-type: none"> - Hold the Level 3 Workforce Diploma for Health & Social Care - Demonstrate commitment to continuing professional development. 	<ul style="list-style-type: none"> - Hold or are working towards Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services: or equivalent. - Training in a therapeutic approach to parenting 	<ul style="list-style-type: none"> - Application form - Recruitment checks
Knowledge & experience	<ul style="list-style-type: none"> - Minimum two years-experience working in a health and social care setting. - Knowledge of service requirements - Sounds knowledge of safeguarding. - Understanding of attachment - Supervisory experience. 	<ul style="list-style-type: none"> - Experience working in a leadership role within a children's home setting. - Knowledge of the Care Standards Act (2000) and Children's Home Regulations including quality standards (2015). - Experience of OFSTED inspection. 	<ul style="list-style-type: none"> - Application form - Interview - Assessment
Skills	<ul style="list-style-type: none"> - Good level of numeracy and literacy. - Confident technology user. - Ability to write professional documentation. - Excellent communicator. - Licensed driver. 	<ul style="list-style-type: none"> - Developing others in the workplace. - Able to prepare and give presentations. - Good at cooking. - Special interest hobby. 	<ul style="list-style-type: none"> - Application form - Interview - Assessment
Special working conditions	<ul style="list-style-type: none"> - Weekend on-call duties. - Cover for the home as required. 		<ul style="list-style-type: none"> - Interview

	- Occasional overnight cover.		
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