

**PERSON SPECIFICATION for  
Team Leader**

<b>CATEGORY</b>	<b>ESSENTIAL CRITERIA</b>	<b>DESIRABLE CRITERIA</b>	<b>MEASURED BY</b>
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>- Willingness to undertake accredited courses and mandatory training within the time set</li> <li>- Right to work in UK</li> <li>-working towards Level 3 Qualification in Care or Children &amp; Young People or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>- N.N.E.B.</li> <li>- Level 4 Qualification in Care or children &amp; young people or Equivalent</li> <li>- Youth Leader Certificate</li> <li>- Social Work Diploma</li> <li>-First Aid Certificate</li> <li>- Driving licence</li> </ul>	<ul style="list-style-type: none"> <li>- Application Form</li> <li>-Certificates</li> <li>- Interview</li> </ul>
<u>Knowledge</u>	<ul style="list-style-type: none"> <li>- How to care for and support others</li> <li>- Knowledge of the role and an understanding of its rewards and challenges</li> <li>-knowledge of Safeguarding procedures.</li> <li>-Knowledge of the regulations for children`s home and Quality standards.</li> <li>Basic Care Practices</li> <li>-Children`s Act</li> <li>-C.O.S.H.H and Health &amp; Safety</li> <li>-Challenging Behaviour</li> <li>-Learning Disabilities</li> </ul>	ASD, PWS,	<ul style="list-style-type: none"> <li>-Application Form</li> <li>- Interview</li> <li>- References</li> </ul>
<u>Skills</u>	<ul style="list-style-type: none"> <li>-Good Literacy and Report writing skills</li> <li>-Basic Numerical skills</li> <li>-Good verbal and listening skills</li> <li>-Ability to work as a team member</li> <li>-Able to use own initiative</li> <li>-Able to work under guidance of a House manager.</li> <li>-Able to work in challenging circumstances</li> <li>-Ability for challenge practise</li> <li>-Ability to lead a shift.</li> <li>-Supervision &amp; performance management.</li> <li>-Organising activities for children or young adults.</li> </ul>	-Knowledge of augmentative communication and alternative communication tools	<ul style="list-style-type: none"> <li>- Application Form</li> <li>-Interview</li> <li>-References</li> <li>-In house testing / work sample tasks</li> </ul>

<u>Experience</u>	<ul style="list-style-type: none"> <li>-No history of misconduct associated with working with children, young adults or other vulnerable groups</li> <li>- Shift leading</li> <li>-Working with children and young people/ adults</li> <li>Working in a residential school, care home or similar setting</li> <li>-Previous experience of learning disabilities and / or challenging behaviour</li> <li>-Previous personal care experience</li> </ul>	Shift leading & Team management.	<ul style="list-style-type: none"> <li>- Application Form</li> <li>-Interview</li> <li>-References</li> </ul> <p>PAGE 1 of 2</p>
<u>Personal Qualities</u>	<ul style="list-style-type: none"> <li>-Ability to work unsocial hours</li> <li>-Tolerance and patience</li> <li>-Excellent value base</li> <li>-Flexible approach to work tasks</li> <li>-Resilient and able to work with challenging behaviours</li> <li>-Smart appearance</li> <li>-A natural respect of the individuality and dignity of those in our care</li> <li>-An ability to engage with and enthuse children and young adults</li> <li>-Able to travel to work locations which may be remote</li> <li>-Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and those in our care.</li> <li>-Ability to liaise with other departments and external agencies.</li> <li>-Positive role model for staff and young people.</li> <li>-Envisioning</li> <li>-Motivational</li> <li>- Inspirational</li> </ul>	Good level of fitness.	<ul style="list-style-type: none"> <li>- Application Form</li> <li>-Interview</li> <li>-References</li> <li>-Work sample tasks / tests</li> </ul>