

**Person Specification
Team Leader – Edgewood School**

<u>Category</u>	<u>Essential Criteria</u>	<u>Desirable Criteria</u>	<u>Measured By</u>
<u>Qualifications</u>	<ul style="list-style-type: none"> • Willingness to undertake accredited courses and mandatory training within the time set • Right to work in UK • Level 3 Qualification in Care or Children & Young People or equivalent, or working towards it 	<ul style="list-style-type: none"> • N.N.E.B. • Youth Leader Certificate • Social Work Diploma • First Aid Certificate • Driving licence 	<ul style="list-style-type: none"> • Application Form • Certificates • Interview
<u>Knowledge</u>	<ul style="list-style-type: none"> • How to care for and support others • Knowledge of the role and an understanding of its rewards and challenges • Knowledge of safeguarding procedures • Knowledge of the regulations for Children`s Homes and Quality Standards. • Basic Care Practices • Children`s Act • C.O.S.H.H and Health & Safety • Challenging Behaviour • Learning Disabilities 	<ul style="list-style-type: none"> • ASD, PWS • How to lead and motivate a team 	<ul style="list-style-type: none"> • Application Form • Interview • References
<u>Skills</u>	<ul style="list-style-type: none"> • Good Literacy and Report writing skills • Basic Numerical skills • Good verbal and listening skills • Ability to work as a team member and bring out the best in your team • Able to use own initiative • Able to work under guidance of a Care Manager • Able to work in challenging circumstances • Ability to organise and lead a shift • Supervision & performance management • Organising activities for children. 	<ul style="list-style-type: none"> • Knowledge of augmentative communication and alternative communication tools 	<ul style="list-style-type: none"> • Application Form • Interview • References • In house testing / work sample tasks
<u>Experience</u>	<ul style="list-style-type: none"> • Acting up / shift leading • Working with children. • Working in a residential school, care home or similar setting • Previous experience of learning disabilities and / or challenging behaviour • Previous personal care experience 	<ul style="list-style-type: none"> • Motivating and line managing a team 	<ul style="list-style-type: none"> • Application Form • Interview • References

<p><u>Personal Qualities</u></p>	<ul style="list-style-type: none"> • Ability to work unsocial hours • Tolerance and patience • Excellent value base with confidence to coach and challenge others • Flexible approach to work tasks • Resilient and able to work with challenging behaviours • Smart appearance • A natural respect of the individuality and dignity of those in our care • An ability to engage with and enthuse children • 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. • Ability to liaise with other departments and external agencies. • Positive role model for staff and children 		<ul style="list-style-type: none"> • Application Form • Interview • References • Work sample tasks / tests
<p><u>Values</u></p>	<ul style="list-style-type: none"> • Resilient • Adaptable • Respectful • Professional • Trustworthy • Understanding • Engaging • Interactive • Fun! 		<ul style="list-style-type: none"> • Interview • References • Application form