|  |  |  |  |
| --- | --- | --- | --- |
| FACTOR | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
| Qualifications | Level 4 or above Diploma in Leadership for Health & Social Care and Children & Young People’s Services with Children & Young People’s Residential Management Pathway  Or Equivalent  NVQ Level 4 Health and Social Care (Children’s Pathway) | Level 5 Diploma in Leadership for Health & Social Care and Children & Young People’s Services with Children & Young People’s Residential Management Pathway | CV |
| Experience | At least 1 year of working in a managerial role in a residential setting with children  Supervision or Managerial experience  Working with children and young people and their families  Working with other community partners/organisations and statutory services |  | CV  Interview |
| Knowledge & Understanding | Children Act 1989 and associated regulations and practice guidance e.g. Howe. Warner. Utting.  Every Child Matters  Procedures including Child Protection and Children in Need  Policies including Assessing Outcomes, Children's Rights, Equality and  Diversity  National Minimum Standards and Children's Homes Regulations  Care Planning and reviewing processes | Knowledge of attachment theory, restorative practice, contextual safeguarding and wider approaches to working trauma and children and young people. | CV  Interview |
| Skills and Abilities | Warm & Friendly   * Able to engage with a warm range of people and genuinely show care and concern   Emotional Stability   * Able to regulate emotions effectively * Emotional resilience   Creativity   * Ability to approach problems creatively and be solution focused * Able to be find creative approaches to respond to the needs of young people   Capacity   * Able to manage a wide range of needs of different staff members and work with each individually to support and motivate them |  | Interview  Workshops |
| Character | Gratitude   * Positive approach towards organisation, staff and other young people * Able to reflect   Resilience   * Ability to manage own self and emotions effectively * Have own lifestyle of activities to support resilience   Optimism   * Positive and solution focussed approach   Humility   * Able to work effectively with different types of staff   Unity   * Able to build team and implement team culture through a compassionate and inspiring approach   Self-Discipline   * Are intentional in maintaining your own healthy habits in order that these can be role modelled to others   Compassion   * Ability to see through the negative behaviours of young people and see their needs as opposed * Able to communicate with staff compassionately in order to challenge them and support them to be more effective |  | Interview  Workshops |
| Wellbeing | Able to implement habits which support your mental and emotional health |  | Interview |