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| 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 EquivalentNVQ 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 childrenSupervision or Managerial experience Working with children and young people and their familiesWorking 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 MattersProcedures including Child Protection and Children in NeedPolicies including Assessing Outcomes, Children's Rights, Equality andDiversityNational Minimum Standards and Children's Homes RegulationsCare Planning and reviewing processes | Knowledge of attachment theory, restorative practice, contextual safeguarding and wider approaches to working trauma and children and young people. | CVInterview  |
| 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
 |  | InterviewWorkshops |
| 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
 |  | InterviewWorkshops |
| Wellbeing  | Able to implement habits which support your mental and emotional health |  | Interview |