

**Care Manager Person Specification**

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| **1. Qualifications and Knowledge** |  |  |
| **ESSENTIAL** | **DESIRABLE** |  |
| Commitment to achieve BSL Level 1 and Level 2 within 12 months GCSE pass at or above Grade C in English Language and Mathematics (or equivalent)NVQ Level 3 children/social care | NVQ level 4 children/social care BSL Level 2 or aboveBehaviour Management TrainingNVQ Level 3 in Leadership and Management for Care Services |  |
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| **2. Experience** |
| **ESSENTIAL** | **DESIRABLE** |  |
| Knowledge of the Minimum Care Standards for Residential Special SchoolsKnowledge and understanding of the Every Child Matters agendaExperience of working in a residential setting.Experience of writing and delivering clear and concise reportsKnowledge of child protection and safeguarding vulnerable young peoplePositive attitude to Deaf people, their culture and languageExperience of supporting young people with additional needs including mental health and challenging behaviour | Experience of working with students/ young people with a range of communication needsExperience of working in a Deaf environmentExperience of leading, motivating and managing a team |  |
| **3. Professional Development** |
| **ESSENTIAL** | **DESIRABLE** |  |
| Evidence of continuing professional development Ability to identify own training needs Ability to reflect and improve own practices.Ability to support others to identify their training needs. | Extended professional development through designated or award bearing courses  |  |
| **4. Skills, Qualities and Abilities** |
| **ESSENTIAL** | **DESIRABLE** |  |
| Passion for working with people and providing person-centred careExcellent interpersonal and communication skills, and the ability to communicate with a range of people using a variety of communication methodsLeadership and management skills, with the ability to motivate othersAbility to coach, mentor and deliver effective training to staffAbility to work under pressure and to take a problem-solving approach to workAbility to resolve conflictAbility to ensure policies and procedures are translated into practice through effective management practiceEffective organisational and time-management skills with the ability to prioritise your own and others workloadAbility to use IT effectively in communication and presentation of workA commitment to equal opportunities and anti discriminatory practicesExperience which illustrates self motivation and use of initiativeRespond to change in a positive wayFlexible working, including evenings and sleep insEnhanced Disclosure and Barring check | Full Driving Licence Ability to audit day to day practice and performance, identify scope for improvement and influence necessary changes |  |