

**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 above  Behaviour Management Training  NVQ 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 Schools  Knowledge and understanding of the Every Child Matters agenda  Experience of working in a residential setting.  Experience of writing and delivering clear and concise reports  Knowledge of child protection and safeguarding vulnerable young people  Positive attitude to Deaf people, their culture and language  Experience 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 needs  Experience of working in a Deaf environment  Experience 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 care  Excellent interpersonal and communication skills, and the ability to communicate with a range of people using a variety of communication methods  Leadership and management skills, with the ability to motivate others  Ability to coach, mentor and deliver effective training to staff  Ability to work under pressure and to take a problem-solving approach to work  Ability to resolve conflict  Ability to ensure policies and procedures are translated into practice through effective management practice  Effective organisational and time-management skills with the ability to prioritise your own and others workload  Ability to use IT effectively in communication and presentation of work  A commitment to equal opportunities and anti discriminatory practices  Experience which illustrates self motivation and use of initiative  Respond to change in a positive way  Flexible working, including evenings and sleep ins  Enhanced Disclosure and Barring check | Full Driving Licence  Ability to audit day to day practice and performance, identify scope for improvement and influence necessary changes |  |