

Recruitment person specification

Post being recruited for: **Assistant Teams Leader**

Our Behaviours

These apply to all posts

Respect – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

Integrity – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

Flexibility – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Substantial experience working with young people in a residential/short break setting is essential, specifically with children effected by disability.	Prior experience in a managerial position within a social services setting. Experience in leading, supervising, and support residential care officers in a residential/short break setting.

Knowledge, skills and understanding

An awareness of operational issues in residential/short breaks care services for children and young people.

A knowledge of the legal/statutory framework for working with children and families.

Knowledge of the key planning and processes for children in the residential/short breaks setting

Very well-developed assessment and communication skills (written and verbal).

A knowledge of key theoretical frameworks and how they can be applied in working with children and families.

Ability to support the continued professional development of staff. •

Ability to maintain high practice standards in a culture of responsiveness to changing needs of children and families.

The ability to support the Team Leader in ensuring budget responsibility and to use the appropriate council systems in relation to financial matters.

A strong commitment to inter-agency working and the ability to form and maintain strong and effective professional relationships that influence behaviour and outcomes.

Ability to prioritise and co-ordinate resources.

Ability to contribute to the monitoring and analysis of performance with a strong commitment to performance improvement.

Ability to understand issues and problems, to analyse and assess complex situations, often within limited timescales

An understanding of our behaviours Respect, Integrity and Flexibility.

An understanding of the Promise and its future implications.

Ability to supervise residential care officers and domestic workers.

Ability to model positive behaviour, and lead a team in a therapeutic, relationship-based manner.

Experience of leading or taking part in change processes in an organisation.

<p>Qualifications and training</p>	<p>Hold appropriate qualification for "Residential Child Care Workers with Supervisory Responsibilities" as laid down by the Scottish Social Services Council.</p> <p>Appropriate registration for the position with the Scottish Social Services Council. (If not currently held, then this must be achieved within the timescales as laid out by the SSSC)</p>	<p>Residential Child Care Workers with Supervisory Responsibilities" as laid down by the Scottish Social Services Council.</p> <p>Diploma or Degree in Social Work, SVQ level 4 in Care, or Degree or Diploma in Community Education is essential. Registration with the Scottish Social Services Council.</p> <p>Work towards and gain Level 9 qualification (recently introduced by Scottish Government).</p> <p>PDA in supervision</p> <p>Adult and child support and protection.</p> <p>Level 2-3 safeguarding training.</p> <p>Safe administration of medication.</p>
<p>Job specific requirements</p>	<p>Must register with SSSC as a Residential Childcare Worker with supervisory responsibilities.</p> <p>PVG membership (adult and children).</p> <p>The ability to work unsociable/irregular hours including weekends and bank holidays.</p> <p>Have the physical stamina to support young people in daily living, including walking, lifting, moving and handling and managing safety in differing settings.</p>	