Northumberland County Council

**JOB DESCRIPTION**

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| **Post Title:** Home Manager | | | **Director/Service** Children’s Services | | **Office Use** |
| **Grade:** Band 9 | | | **Sector** | | JE ref: 2548  HRMS ref: |
| **Responsible to:** Service Manager for Looked After Children | | | **Date:** | **Lead & Man Induction:** |
| **Job Purpose:**  **In a variety of care settings:**  Under the direction/delegation of the Home Manager, provide a healthy, stimulating, safe and caring environment for young people and staff, and to manage the unit in accordance with County Council policy and procedures and national minimum standards. | | | | | |
| **Resources** | Staff | Manages a full complement of care staff within a local service. | | | |
| Finance | | Budget holder for the local service. | | | |
| Physical | | Responsibility for the site(s), its buildings and the maintenance and renewal of fixtures, fittings and equipment. | | | |
| Clients | | Responsibility for young people and their belongings. | | | |
| **Duties and key result areas:**  1. Undertake the role, responsibilities and tasks of the Registered Manager as required by Ofsted under the National Minimum Standards.  2. Develop and bring into effect local service delivery plans that reflect corporate objectives within the framework of allocated budgets and National Minimum Standards.  3. Provide a good practice model to staff, delegating work appropriately, providing clear guidance and motivating staff to achieve service objectives and quality standards.  4. To ensure the delivery of effective care plans for ‘Looked After Children’. Also to encourage ‘User Participation’ in the Unit Systems.  5. Commitment to keep children and young people safe by providing a safe environment for children and young people to learn in.  6. Commitment to identify children and young people who are suffering or likely to suffer significant harm and take appropriate action with the aim of making sure they are safe.  7. Liaise with colleagues within the team and from other agencies in the development and implementation of individual care plans.  8. Ensure a safe, hygienic and supportive environment for young people and their families and ensure that service quality standards are maintained.  9. Ensure appropriate safe guarding and Risk management protocols are effectively delivered and maintained.  10. Oversee, resource and deliver initiatives designed to help service users develop the capacity, skills and strategies to manage their lives and to move on to adulthood.  11. Manage the medication procedures and delegate the administration of medication in accordance with medical advice and service procedures.  12. Maintain and manage appropriate written records in accordance with procedures including the preparation of professional and management reports. 13. Participate in inter-disciplinary work and represent the service in an official capacity at meetings both within and outside the authority.14. Participate in developmental projects related to Child Care Services approved by the Services Manager. 15. Conduct staff appraisals, allocate individual work objectives to reflect the service plan, identify training and development needs and prepare skills and workforce plans.  16. Conduct individual supervision sessions with nominated staff observing professional best practice.  17. Prepare and implement a workforce plan to recruit, select, develop and retain staff with the skills needed to deliver the agreed service plan.  18. Provide and Develop ‘in house’ training in accordance with National Minimum Standards  19. Ensure appropriate arrangements are in place to ensure the effective operation of the unit and that all registration and legislative requirements are met.  20. Manage the Unit’s delegated budget and to be responsible to the Services Manager for the use of the budget allocation.  21. Within the resources available ensure that the physical environment of the Unit is maintained in a proper and safe fashion.  22. To ensure that appropriate arrangements are in place to enable the effective and efficient operation of the Unit outside of office hours.  23. Deal with contingencies and emergencies in accordance with established guidelines.  24. Other duties appropriate to the nature, level and grade of the post. | | | | | |
| **Work Arrangements** | | | | | |
| Physical requirements:  Transport requirements:  Working patterns:  Working conditions: | | Physically able to undertake the demands of the job, including the ability to undertake Control and Aggression, Limitation and Management methods and techniques. To maintain fitness levels to undertake re -verification of this training on an annual basis.  Required to transport groups or attend meetings both within and out with the County.  Rota covering 7 days and shift patters including night shifts when required to do so.  Will vary according to the dependency levels of young people | | | |

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**PERSON SPECIFICATION**

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| **POST:** Home Manager | **SERVICE:** Children’s Services | **Ref:** 2548 | |
| **Essential** | **Desirable** | | **Assess**  **By** |
| **Qualifications and Knowledge** | | | |
| A relevant professional qualification (NVQ 4) or CQSW, CSS, Dip SW  A Registered Manager Award.  Knowledge of the National Minimum Standards and the prevailing inspection regime  Detailed understanding of theory and professional best practice for the client group | Degree in Business Management | |  |
| **Experience** | | | |
| Recent experience in a senior post in a relevant setting with a relevant client group.  Experience of managing staff, budgets and physical resources. | Experience in the development of organisational policy and practice | |  |
| **Skills and competencies** | | | |
| Skills in leading, organising and motivating staff  Skills in managing performance, identifying staff training needs and skills planning  Adept at planning and prioritising resources, including own time  Able to use word processing, e-mail and internet software on a PC  Skills in preparing and managing delegated budgets.  Listens, consults others and communicates clearly.  Skilled in writing clear and logical reports.  Able to write clear instructions, case notes and detailed logical reports.  Manages confidently effectively in stressful situations.  Ability to maintain personal resilience and health work life balance | Able to use word processing, e-mail and internet software on a PC | |  |
| **Physical, mental and emotional demands** | | | |
| Physically able to undertake the demands of the job, including the ability to undertake Control and Aggression, Limitation and Management methods and techniques. To maintain fitness levels to undertake re -verification of this training on an annual basis.  Maintain an awareness of surroundings and young people with some periods of concentrated mental attention and pressures from deadlines, interruptions or conflict.  Dealing with young people whose behaviour may challenge the service |  | |  |
| **Motivation** | | | |
| Committed to the ethics of quality child centred care and the GSCC code of conduct.  Adapts to change by adopting a flexible and cooperative attitude.  Works collaboratively to achieve team spirit and manage the needs of young people.  Demonstrates integrity and upholds values and principles.  Promotes diversity, equal opportunities and anti-oppressive practice in all aspects of work. |  | |  |

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| **Other** | | |
| Able to work shift rotas, including weekends and night time working which might change at short notice  Able to meet the transport requirements of the post |  |  |

***Key to assessment methods; (a) application form, (c) certificates, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits***