

Policy Document No: Per 1.1.2

Night Care Supervisor Person Specification

Job Title: NIGHT CARE SUPERVISOR

Job Vacancy No:

Establishment: Hesley Village

Essential Desirable

Knowledge

- | | | |
|---|---|---|
| 1 Knowledge of adult learning disabilities and/or special needs including recent developments | ✓ | |
| 2 Detailed knowledge of relevant Care Standards | | ✓ |
| 3 Knowledge of the Mental Capacity Act and the relevance of a person centred approach in Adult care service provisions | ✓ | |
| 4 Knowledge of care assessment and planning processes | | ✓ |
| 5 Knowledge of effective direct management practice including the principles of formal performance assessment processes | | ✓ |
| 6 Knowledge of recognised positive approaches to working with challenging behaviours associated with learning difficulties | ✓ | |
| 7 Knowledge of safeguarding procedures to include management responsibilities for ensuring equal opportunities for staff and residents | ✓ | |

Skills and Abilities

- | | | |
|---|---|---|
| 1 Ability to attend work punctually, reliably and meeting the requirements of the established rota | ✓ | |
| 2 Ability to understand and monitor and audit the implementation of resident care plans | | ✓ |

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	<u>Essential</u>	<u>Desirable</u>
3 Ability to recognise and meet the individual needs of residents through the effective management of others	✓	
4 Ability to influence the practice of a staff team through effective line management and promotion of non aversive approaches	✓	
5 Ability to translate into practice the requirements of company policies and procedures and relevant care standards	✓	
6 Ability to communicate clearly to others	✓	
7 Ability to form and promote positive relationships with people with a learning disability	✓	
8 Ability to promote a culture of quality service through effective supervision and appraisal of a staff team	✓	
9 Ability to develop the knowledge and skills of others through constructive feedback, mentoring and coaching and actively challenging bad practice	✓	
10 Ability to pro-actively monitor and address staff attendance concerns through timely implementation of procedural reviews	✓	
11 Ability to use appropriate physical interventions and undertake physical exercise with residents	✓	
12 Ability to contribute to the training of other staff	✓	
13 Ability to chair team meetings and communicate information in a clear and professional manner using the required level of confidentiality	✓	
14 Ability to read, understand and produce written material of a professional nature	✓	

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	<u>Essential</u>	<u>Desirable</u>
15 Ability to manage delegated human resources efficiently	✓	

Qualifications

1 No criminal record including convictions, cautions, reprimands, bindings over or warnings which may be relevant to the safety and welfare of students/residents or staff	As assessed by Principal	
2 NVQ 2 in Health and Social Care/Diploma in Health and Social Care Level 2	✓	
3 Clean, current car driving licence (where minibus driving required)		✓

Experience

1 Significant experience of care support work at a standard assessed as competent in all aspects of the job	✓	
2 Experience of working in a first line supervisory role		✓
3 Experience of influencing the practices of others		✓
4 Experience of effective deployment of a staff team to meet the needs of residents		✓
5 Significant experience of working with adults with learning disabilities		✓
6 Experience of planning and organising activities appropriate to individual needs and abilities		✓