

Team Leader (Easingwold) Person Specification

**Job Title:** TEAM LEADER (EASINGWOLD)

**Job Vacancy No:**

**Service:** Easingwold

	<u>Essential</u>	<u>Desirable</u>
<b><u>Knowledge</u></b>		
<b>1 Awareness of and an interest in the work undertaken by Hesley Group.</b>	✓	
<b>2 Understand the principles of caring and supporting adults who have autism, learning disabilities, complex communication needs and behaviour that may challenge the service.</b>	✓	
<b>3 Know about the safe and effective management of the service, health and safety at work requirements and your legal obligations.</b>	✓	
<b>4 Knowledge of the procedures for safeguarding adults who are at risk of abuse or harm.</b>	✓	
<b>5 Knowledge of the Mental Capacity Act, person centred approaches in Adult care and positive behaviour support.</b>	✓	
<b>6 Knowledge of effective supervisory and leadership practices.</b>	✓	
<b>7 Knowledge of positive behaviour support and management strategies.</b>	✓	
<b>8 Knowledge and awareness of other relevant legislation for your service (e.g. CQC Health and Social Care Regulations 2014 and Fundamental Standards).</b>	✓	
<b><u>Skills and Abilities</u></b>		
<b>1 Numeracy and Literacy skills commensurate with the post.</b>	✓	
<b>2 Physically able to accompany people we support in their day to day activities and to use approved restrictive interventions as part of a programme of support (training is given).</b>	✓	
<b>3 Ability to attend work punctually/reliably and work flexibly, including weekends and evenings and overtime where required.</b>	✓	

	<u>Essential</u>	<u>Desirable</u>
<b><u>Skills and Abilities continued</u></b>		
<b>4 Able to communicate effectively at all levels, both inside and outside Hesley Group.</b>	✓	
<b>5 Ability to motivate, influence, support and manage staff.</b>	✓	
<b>6 Able to record in an accurate and timely manner, write reports to a good standard of accuracy and legibility.</b>	✓	
<b>7 Able to actively participate in learning and development programmes and translate learning into your own working practices and those of the Team.</b>	✓	
<b>8 Able to reflect on your own practice and encourage your team in reflective practices through supervision and support.</b>	✓	
<b>9 Able to contribute to the development of other staff.</b>	✓	

### **Qualifications Required**

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|--|---|---|
| <b>1 In the absence of a qualification at NVQ/Diploma Level 4 or equivalent, a MINIMUM of Level 2 Functional Skills in English and Maths (or GCSE A*-C English and Maths/GCSE Grade 4 or higher from 2018)</b><br><i>OR</i><br><i>the achievement of Level 2 Functional Skills Award by the end of the six-month probationary period for which support will be provided.</i> | ✓ |   |
| <b>2 NVQ Level 2/Level 2 Diploma in Health and Social Care or equivalent.</b>  | ✓ |   |
| <b>3 Clean, current car driving licence to drive the mini-bus if required.</b>   |   | ✓ |

### **Experience Required**

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|---|---|---|
| <b>1 Successful experience of working with children/adults with learning disabilities within a residential setting.</b> | ✓ |   |
| <b>2 Experience of working in a first line supervisory role.</b>  |   | ✓ |
| <b>3 Experience of influencing the practices of others.</b>   |   | ✓ |

	<u>Essential</u>	<u>Desirable</u>
<b><u>Experience Required continued</u></b>		
4 Experience of effective deployment of a staff team to meet the needs of people who use our services.		✓
<b>5 Significant experience of working with adults with learning disabilities.</b>	✓	
6 Experience of planning and organising activities appropriate to individual needs and abilities.		✓
7 Experience of contributing to care assessments, care plans and care reviews.		✓

Person Specification prepared by HR Department

Date: 3 July 2018