



Person Specification

Deputy Manager, Parkview House

Experience should be comprehensively outlined as part of the supporting statement

Knowledge and experience (essential)

- Previous experience working with older people with dementia.
- Previous operational management experience within a similar environment
- Previous experience at supervisor level
- Strong current knowledge of best practice in dementia and person centred models of care.

Essential competencies and skills

- Ability to represent the Home and 2Care credibly with external bodies and within the wider 2Care team.
- Ability to identify and implement proactive solutions within legislation and procedural frameworks.
- Ability to demonstrate a firm commitment to maintaining high standards of care throughout the Home.
- Ability to work within 2Care's Policies and Procedures and to ensure others do likewise.
- Ability to inspire confidence in the staff team and amongst residents both in terms of daily management and coping with difficult and challenging situations.
- Good numeracy skills and able to demonstrate an understanding of the implications of running a financially self-sufficient Home.
- Excellent organisational, written and verbal communication skills.

Personal attributes

- Assertive
- Decisive
- Flexible
- Reliable
- Process driven, systematic and methodical
- Passionate and enthusiastic
- Confident communicator and able to inspire, lead, motivate and develop staff
- Able to undertake shift work and respond to on-call duties

The following criteria are desirable

- Experience of budget and financial management processes
- Experience of working within a residential home setting
- A relevant professional qualification e.g. CQSW, DipSW, RMN
- A formal management qualification or NVQ4 in management and leadership