

2Care Person Specification

Deputy Manager - Trevayler

Experience should be comprehensively outlined as part of the supporting statement

Knowledge and experience

- Significant social care experience, a substantial part of which must have been gained with service users whose primary diagnosis is in mental health, preferably with complex needs.
- Previous operational management experience within a similar environment.
- Proven experience of managing a staff team in a mental health setting, including dealing with complex HR issues.
- Strong current knowledge of best practice in mental health and person centred models of care.

Essential competencies

- Ability to represent the Project and 2Care credibly with external bodies and within the wider 2Care Team.
- Ability to identify and implement proactive solutions within legislation and procedural frameworks.
- Experienced in, and willing to, work within defined policy and procedure and to ensure others do likewise.
- Willingness to work within 2Care's Policy and Procedures and to ensure others do likewise.
- Ability to inspire confidence in the staff team and amongst service users in terms of daily management and coping with difficult and challenging situations.
- Good numeracy skills.
- Demonstrate an understanding of the implications of running a project that is financially self-sufficient.
- Excellent organisational, written and verbal communication skills.

Personal attributes

- Assertive
- Decisive
- Flexible
- Reliable
- Unafraid to challenge
- Process driven, systematic and methodical
- Passionate and enthusiastic
- Able to undertake shift work and on-call duties.

The following criteria are desirable:

- Experience of residential care and support.
- Experience of budget and financial management processes
- Experience of marketing/networking
- A relevant professional qualification e.g. CQSW, DipSW, RMN
- A formal management qualification or NVQ4 in management and leadership