SOLACE CARE GROUP

# Area Manager Person Specification

| Requirements | Essential | Desirable |
|---|---|---|
| **Qualifications/Knowledge** | | |
| a) Some evidence of child care training/experience | | ✓ |
| b) Child care or relevant qualifications | | ✓ |
| c) Understanding & knowledge of the needs of children | ✓ | |
| d) Knowledge & understanding of child protection issues | | ✓ |
| **Experience** | | |
| a) At least one years' experience working in a care setting | | ✓ |
| b) Experience of working with children who have been abused and have emotional and/or behavioral difficulties | | ✓ |
| **Personal Qualities** | | |
| a) A good sense of humor, initiative, integrity & honesty | ✓ | |
| b) An enthusiasm & commitment to the children and the staff team | ✓ | |
| c) A commitment to work in an anti-discriminatory non-judgmental manner, in line with Equal Opportunities Policies | ✓ | |
| **Abilities** | | |
| a) The ability to organize, plan and take responsibility | ✓ | |
| b) The ability to communicate clearly and effectively, both with colleagues and children, verbally and in writing | ✓ | |
| c) The ability to set appropriate examples for children at all times | ✓ | |
| d) The ability to motivate, aid and guide children in their self-development | ✓ | |
| e) The ability to listen and respond both responsibly and appropriately, with sensitivity | ✓ | |
| f) The ability to manage children who display disruptive or challenging behavior and to guide/direct staff in managing that behavior | | ✓ |