

PERSON SPECIFICATION		
ESSENTIAL	DESIRABLE	HOW ASSESSED
<p><u>Qualification</u></p> <p>NVQ Level 4 in Health and Social Care</p> <p>RGN Qualified with a current NMC PIN number</p> <p>NCSS, CQSW, Dip.SW, RN 1 or 2.</p> <p>Registered Manager's Award and NVQ Level 4 in Leadership and Management for Care Services.</p> <p>NVQ in Management Level IV, Registered Managers Award or similar</p> <p><u>Experience</u></p> <p>Minimum 3 years working at supervisory level in relevant environment</p> <p>Detailed working experience of Regulatory framework.</p> <p><u>Knowledge</u></p> <p>Working knowledge of Legislation and the Regulatory Framework underpinning practice in relation to the care of older people, including:</p> <p>Health & Safety at Work Act</p>	<p>Broad knowledge base of ill health and care pertaining to older adults.</p> <p>Experience of working with the service user group at a senior level.</p> <p>Aware of CQC and Health and Safety requirements and legislation.</p> <p>Knowledge of the assessment, implementation and evaluation of care packages.</p> <p>Up to date knowledge of current trends/research within care services for Older Adults.</p> <p>To be aware of organisational changes which may affect performance.</p> <p>Ability to impart knowledge and teach others.</p>	<p>Interview/Application form/proven record</p> <p>Interview/Application form/proven record.</p> <p>Interview /Track record</p> <p>Interview/Application form.</p> <p>Interview/application form/previous experience.</p> <p>Interview/proven record.</p> <p>Interview/proven record.</p> <p>Presentation at interview.</p>

<p>Care Standards Act</p> <p>Mental Capacity Act</p> <p>Budgets and Business Plans</p> <p>Recruitment & Selection</p> <p>Knowledge of local and national codes of practice relating to care of older people</p> <p><u>Skills and Ability</u></p> <p><i>General Aptitude:</i></p> <p>Ability to work under pressure.</p> <p>Ability to promote residents' rights,</p> <p>Equal Opportunities and Non-discriminatory practice.</p> <p><i>Motivation:</i></p> <p>Commitment to promoting and developing the highest quality care standards for older people.</p> <p><i>Specific Skills:</i></p> <p>Ability to work with other health/care professionals</p> <p>Developing staff Supervision & Appraisal</p> <p>Managing Budgets</p> <p>Good communication skills</p>	<p>Adaptable to meet the service needs and needs of the care group.</p> <p>Presentation Skills.</p>	
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<p>Ability to lead and motivate staff</p> <p>Ability to effectively manage a care team.</p> <p>Ability to work as part of one of the team e.g. helping out wherever necessary around the Home.</p> <p>Ability to effectively communicate, orally and in writing.</p> <p>Ability to work flexibly over the 24-hour period.</p>		
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