

Home Manager

Gravitas Care provide high quality specialist services for children who have experienced sexual trauma and/or abuse.

Gravitas Care employ a multi-disciplinary team of professionals devoted to providing treatments to children between the ages of 0 and 18. Our team consists of Therapeutic Care Practitioners, Psychologists, Life Story Practitioners, Therapists and Teaching Staff

Job Profile

As the Registered Homes Manager you are the key individual in upholding the companies' vision, ethos and values. You will be a strong, visible and inspirational leader for both the children and therapeutic care team. You will work in partnership with all stakeholders to safeguard and promote the welfare of children. You will have budgetary responsibility for your home and also establish robust quality assurance processes to ensure strict adherence to all relevant legislation.

Person Specification

Qualifications

Essential:

- Level 3 ; NVQ 4 in Health & Social Care (Children & Young People)
- Management Qualification

Desirable:

- Level 5 / LMC – NVQ Level 4
- Full driving licence

Experience

Essential:

- 2 years working with BESD children within the past 5 years
- 1 year at Senior Level in residential care
- Managing Ofsted inspections to a minimum overall 'good' rating

Desirable:

- Working in the youth justice/ Probation Service
- Working in a therapeutic environment

Knowledge

Essential:

- In-depth knowledge of Quality Standards and Children's Homes Regulations
- In-depth and up to date knowledge of Childcare legislation and current safeguarding legislation including Child Protection
- Awareness of Equality & Diversity and ADP matters
- Good understanding the needs of BESD Children including strategies used to manage challenging behaviour
- Commercial awareness, taking into account the needs of the business, our Local Authority partners, the Home and the needs of the young people
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Skills

Essential:

- Ability to plan, organise, divert and allocate resources effectively

- Ability to manage individuals and groups of people effectively and to adapt personal management style to meet the needs of the individuals and teams
- Ability to motivate and support a team
- Ability to effectively manage a Home budget
- Ability to have unconditional positive regard for young people whilst setting clear boundaries and expectations of behaviour, therefore commitment to the principle of 'High Warmth/High Control' and sticking with difficult placements
- Ability to delegate effectively and self-regulate to a high level
- Solution focused approach to problems/issues that arise with excellent risk management skills
- Ability to review placement plans and identify individual children's needs and ensure that these are met by all the team

Desirable:

- Counselling skills
- Team building skills

Personal Characteristics

Essential:

- Loyalty and commitment to Gravitat Care and the young people
- Drive and ambition to achieve the best results for the young people, the Home and the Company in line with the quality standards set by the Company, our Local Authority partners and Ofsted.
- High level of professionalism and ability to adapt this to meet the needs of the setting e.g. liaison with Local Authorities, Official bodies, Families, young people and employees

Miscellaneous

Essential:

- Flexible and accessible in order to effectively support the Homes and staff teams
- High levels of ownership for allocated home at all times