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| **Young People’s Team Manager**  **Person Specification** | |
| Criteria | Must be able to demonstrate |
| **Skills and knowledge** |  |
|  | * Excellent interpersonal skills with the ability to establish and sustain contact with vulnerable young people. * The ability to cope with challenging and/or emotional enquiries and enquirers. * Knowledge and understanding of current legislation relating to safeguarding. * Able to assess and implement an identified support package for individual cases***.*** * Ability to develop and implement projects. * Excellent skills in organising and managing a high work-load in multiple services. * Act as a representative of the Charity in a variety of meetings and deliver talks to professionals and other stakeholders. * Non-judgemental empathetic attitude. * A variety of excellent communication skills to be used with a range of partners and stakeholders. * Ability to work with volunteers in the delivery of the project. * Produce reports for Trustee’s, funders and management. * Strong administration, IT and digital media skills including Microsoft Word, Excel and Outlook. |
| **Education, experience and achievements** |  |
|  | * A degree in a related field or demonstrable substantial experience of working with hard to reach young people and knowledge of child sexual exploitation (CSE) legislation and policy. * Experience or proven ability in working with looked after children and children in care. * Ability to identify safeguarding concerns and take appropriate action to ensure vulnerable young people are protected. * Managing, leading and supporting individuals and teams who are dealing with complex and sensitive issues. * Experience of implementing and delivering grant funded projects. * Experience of monitoring and evaluating effective of project outcomes through a variety of methods and producing written reports for funders to a high standard. * Substantial experience of partnership working. * Confidence or experience in working with digital media technology. |
| **Personal attributes** |  |
|  | * Ability to establish and maintain clear boundaries in respect of personal and professional responsibility. * High level of accuracy, attention to detail and able to maintain records throughout all services. * Commitment to Equality and Diversity throughout all service delivery. * Able to work autonomously and make decisions and to work as part of a team. * Passionate about working with vulnerable at risk young people to make a difference. * Sympathetic to the Christian values and principles of the organisation. |
| **Special circumstances** |  |
|  | * Full driving licence. This post will involve travelling throughout the county. There may be access to use of the work vehicle for travelling. * This post will involve work to include evenings and some weekends in order to meet the needs of the post. * Post subject to an Enhanced Criminal Record Check from the Disclosure and Barring Service. |

**The Magdalene Group Organisational Culture**

We aim to lead a dynamic service, setting new standards for excellence and inspiring others through our innovation and initiatives within our field of work.

We develop creative solutions to day-to-day issues and have open discussions which are clear, respectful and honest in order to resolve issues which may be impeding success.

We actively ensure that a culture of trust is built and maintained through open-ness and transparency.

We are accountable for our decisions and we monitor and evaluate our work, always focussed on taking action to improve the lives of young people and women.

Ensure our service users and supporters are always at the heart of everything we do

We work in a collaborative and inclusive way with both each other and our partners and are joined up internally by working across the organisation and externally by working in partnership, ensuring these are constructive and productive.

We are tenacious and driven and aim to exceed through our determination and resilience.

Demonstrate sound decision-making, including seeking advice where appropriate and being adaptable to changing circumstances.

Recognise and celebrate team and individual successes.

Enable people to reach their potential through objective-setting, development and support and constructively challenge negative attitudes internally and externally.

We see opportunity in all areas of life and we are skilled, confident and creative in finding ways that will make a difference.

Empower staff to generate ideas and opportunities for new ways of working/thinking. Actively seeking opportunities to build networks and be an ambassador for children.