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| **Rose Young People’s Team Manager** | |
| Criteria | Must be able to demonstrate |
| **Skills and knowledge** |  |
|  | * Excellent interpersonal skills with the ability to establish and sustain contact with children and young people and to support a team of frontline practitioners to engage with children and young people. * Ability to lead and motivate staff. * Knowledge of child sexual exploitation (CSE) practice, legislation and policy. * Ability to communicate clearly and appropriately with children, young people, clients, colleagues, and staff in other agencies – verbally and in writing. * Knowledge and understanding of relevant Safeguarding, Health, Social Care and Criminal Justice legislation in relation to children and young people. * Ability to assess risk and take appropriate management action. * Ability to plan and prioritise workloads within the team and to determine the allocation of resources accordingly and alongside own workload. * Ability to assess and implement an identified support package for individual cases***.*** * Knowledge of the impact of trauma and of working within a trauma-informed approach and ability to lead on trauma-informed practice across the organisation. * Act as a representative of the Charity in a variety of meetings and deliver talks to professionals and other stakeholders. * Demonstrate a commitment, knowledge and understanding of Equal Opportunities Policy and anti-discriminatory practice. * Ability to prepare and present reports and other documents. * Ability to work effectively under pressure and respond effectively in a crisis. * Ability to participate effectively in recruitment and selection and identify training/development needs of team members. * Demonstrate professional challenge and negotiation skills in a way that inspires confidence and respect from others, both within and outside of the organisation. * Ability to work autonomously and as part of a team. * Strong administration, IT and digital media skills including Microsoft Word, Excel and Outlook. * Commitment to continued professional development. |
| **Education, experience and achievements** |  |
|  | * A degree, or accreditation (e.g. Counsellor, ISVA, Social Worker), in a related field and/or demonstrable experience of working in a similar role and field of expertise. * Ability to identify safeguarding concerns and take appropriate action to ensure concerns are acted on appropriately, effectively and efficiently. * Experience in managing a team of frontline practitioners working with children, young people and/or vulnerable adults. * Demonstrable experience of managing risk and providing interventions. * Experience or understanding of monitoring and evaluating effectiveness of project outcomes through a variety of methods. * Experience of partnership working with a wide range of services, voluntary and statutory. * Experience of managing of practitioners providing online interventions, and the safeguarding complexities around this. * Experience of campaigning around emerging issues. * Experience of building an evidence base to inform direction of practice. * Experience of leading on online and social media platforms e.g., twitter and websites. |
| **Personal attributes** |  |
|  | * Ability to lead and manage a team of frontline practitioners. * 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. * Ability to work autonomously and make decisions and to work as part of a team. * Passionate about working with young people to make a difference. * Non-judgemental attitude and commitment to openness and transparency in all aspects of work. * Have a learning attitude and the ability to adapt to change. |
| **Special circumstances** |  |
|  | * An ongoing interest in the development of The Magdalene Group. |