

Person Specification – Director of Complex Provision 2024

Criteria	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> - Knowledge of care inspection handbooks and legislative requirements - Understanding of audit processes - Best practise in care services management and upskilling and holding teams accountable to the highest standards - A broad and deep understanding of the Ofsted inspection frameworks - Effective management and operation of learning disability focused care provision - Knowledge of social work and/or social care local authorities services and working processes - Knowledge of the commissioning of specialist learning disability residential provision for young people - Neuro-developmental conditions and the impact on learning and development - Appraisal processes and effective line management - Setting and appraising performance related targets - Support leaders to develop their practise and grow professionally as care leaders 	<ul style="list-style-type: none"> - Developing senior leaders with ongoing CPD - Knowledge of best practice professional networks - Knowledge of independent school standards regulations -
Experience	<ul style="list-style-type: none"> - Extensive experience in residential specialist settings - Extensive of complying with regulatory frameworks to a very high compliance standard - Experience of supporting colleagues with CPD and career progression - Experience of working with external stakeholders - Experience of leading in specialist care settings 	<ul style="list-style-type: none"> - Experience of independent specialist education - Experience of being a Responsible Individual - Membership and working with care organisations and associations

		<ul style="list-style-type: none"> - Experience of leading and developing practise in residential specialist provision
Skills and abilities	<ul style="list-style-type: none"> - Ability to communicate effectively with a range of stakeholders - Ability to coach and support others to coach to increase performance against measurable outcomes - Ability to support others to reflect on their own development and performance and to foster a positive collaborative working relationship - To be able to identify good practise and development areas and to communicate these in a positive growth format - To take action as required to drive forward growth and development - Ability to work to outcome related targets and evidence progress and development - Ability to be adaptable and solutions focused and to support senior colleagues as the demands on the organisation require 	
Personal attributes	<ul style="list-style-type: none"> - Commitment to collaborative team working - Excellent interpersonal skills and a sense of humour - Exceptional team working ethos - Confidence in working with a range of students, staff and external agencies - Proactive and innovative with ability to problem solve. 	
<i>Qualifications</i>	<ul style="list-style-type: none"> - Honours undergraduate degree - Level 5 Residential Care Leadership and Management qualification or equivalent - Evidence of continuing professional development 	<ul style="list-style-type: none"> - Social work qualification