



## Team Manager - Grade PO2 - Adel Beck Secure Children's Home

Leeds City Council - Children & Families

<b>SALARY</b>	PO2 - £32,028.96 - £34,788.00
<b>HOURS</b>	37
<b>CONTRACT TYPE</b>	Permanent
<b>CLOSES</b>	Thursday 3rd September 2020 11:59 PM
<b>JOB REF</b>	req2274
<b>WWW</b>	<a href="https://leeds.csod.com/ux/ats/careersite/1/home/requisition/2274?c=leeds">https://leeds.csod.com/ux/ats/careersite/1/home/requisition/2274?c=leeds</a>

Adel Beck is a 24 bedded Secure Children’s Home licensed by the Department for Education (DfE) on behalf of the Secretary of State, inspected by the Office for Education, Children’s Services and Skills (Ofsted), managed by Leeds City Council, Children’s Services and monitored by the Youth Custody Service (England and Wales).

We provide on-site Care, Education, Offending, Behaviour Interventions, Personal Development and Health services (Inc. CAMHS services) to young people (males and females) aged between 10 - 17 who have been remanded or sentenced by a court or whose behaviour cannot be managed in any other form of accommodation. OfSTED currently judge our practice to be GOOD with OUTSTANDING Education and Related Learning.

Adel Beck is the newest secure children’s home within the UK and has state of the art facilities and technology for both security and teaching and learning and is designed to provide young people with a living and learning environment that is safe, secure and encourages and inspires positive change. Our Programmes and Development Team assist and advise Care and Education staff in the delivery of a range of Interventions based on restorative approaches and “what works” principles and is further supported by our multidisciplinary NHS primary care and dedicated forensic CAMHS service.

Our ethos is based on the DDP (dyadic developmental practice) and PACE (playfulness, acceptance, curiosity and empathy) models of psychologically informed practice, support and intervention and the principles of formulation are key in how we develop young people within our care.

We currently have a vacancies for the following positions:-

### **Team Manager X 2 (FTE), Weekend Working Enhancements payable in addition to advertised salary.**

You will have a “bigger picture” view of young people’s needs who are subject to restriction of liberty legislation and be able to manage change and improvement at pace, manage information appropriately and building supportive, trusting and professional relationships with external agencies and organisations. You must have a strong focus on continuous learning for yourself, others and the organisation by valuing and modelling professional excellence and expertise to deliver service objectives as well as delivering timely performance with energy and taking responsibility and accountability for quality of that performance. The successful candidate will deliver a high quality, secure, reliable and efficient service, applying programme, project and risk management approaches to support service delivery.

If you have proven positive leadership and management experiences, can inspire staff to deliver high quality care and personal development to young people, have a level of self-awareness and reflectiveness as well as psychological resilience that has enabled you to cope with difficult and challenging situations and be able to respond and manage young people with complex behavioural and criminogenic profiles, then this maybe the challenge for you.

This is a full time position (37hrs per week) including weekend working on a rota basis to provide effective leadership, management and resource deployment, staff appraisal and development. You will be solution and outcome focussed and a key member of the homes operational management team as well as act as the Duty Manager for the service (This will be on a rota basis).

Applicants for the position should be able to evidence the following:-

- a) A clear and robust understanding of the youth justice system.
- b) Have attained the QCF level 3 in children and young people (or equivalent)
- c) Hold the QCF level 5 or equivalent in management (or be able to complete it within 12 months of appointment.
- d) Proven supervision skills and ability to professionally develop staff.
- e) Ability to manage personal and psychological stress and be resilient to managing challenging situations with children and young people.
- f) A commitment to aspiring to achieve an outstanding service for children and young people.
- g) Skills, knowledge and competence to ensure compliance with legal and regulatory requirements.
- h) A flexible approach to working with a customer focused attitude and approach at all times that promotes positive relationships and generates a culture of openness and trust.
- i) Effective working and information sharing protocols with colleagues and external partner agencies to ensure an integrated service is delivered and maintained.
- j) Good levels of IT literacy.
- k) An ability to develop self to enhance performance and practice through reflection and learning.
- l) An ability to promote ideas for innovation and improvement and an ability to use information to take effective decisions.

**Please note late applications will not be accepted. Interviews provisionally to be held week commencing 14 September 2020 @ Adel Beck SCH.**

The interview process will include:

- a) A Warner Interview (Refer to Warner Report 1993)
- b) Professionals Panel (Involving Care CAMHS and Education Leaders))
- c) Young Peoples Interview Panel (Questions and Answers)
- d) Presentation
- e) Written and practical exercises relevant to the post applied for.
- f) Resilience Assessment.

**For any enquiries please contact Nabila Morris (Deputy Service Manager) on 03330 000405.**

**We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.**

**A Disclosure and Barring Service (DBS) check against the Children's barred list will be carried out on preferred candidates.**

**We promote diversity and want a workforce that reflects the population of Leeds. Leeds City Council is a Stonewall Top 100 employer, a Mindful employer and a Disability Confident Leader.**

**All new Leeds City Council appointments are made subject to the satisfactory completion of a six month probationary period.**