



Person Specification

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St. Helens Council

Job Title: **Team Manager**

Ref No:

Knowledge	E = Essential D = Desirable	Identified by
Detailed knowledge of current legislation including health and social care policies relevant to Older People	E	Application/Interview/Presentation
Safeguarding Adults Procedures.	E	Application/Interview
Personalisation agenda.	E	Application/Interview
Principles of assessment and care management, risk analysis within the Assessment process.	E	Application/Interview/Presentation
Skills and Abilities	E = Essential D = Desirable	Identified by
Staff leadership and Management skills.	E	Interview/Presentation
Communication skills both written and verbal.	E	Application/Interview/Presentation
Change management and service development skills.	E	Interview/Presentation
IT skills (ESAP, IAS, word processing, spreadsheets, database facilities).	E	Application/Interview
Experience	E = Essential D = Desirable	Identified by
Experience of working to tight deadlines.	E	Application/Interview
Minimum of 2 years multi-agency working.	E	Application/Interview
Minimum of 3 years experience in Adult Social Care and Health.	E	Application/Interview
Experience of supervising and directing staff.	E	Application/Interview
Experience of performance management.	E	Application/Interview
Qualifications	E = Essential D = Desirable	Identified by
CSS or CQSW or Dipsw or NVQ 4 Care / Care Management or equivalent.	E	Application/Certificate
HCPC Registration	E	Application/Certificate
NVQ4 Care and Management.	D	Application/Certificate



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Other Circumstances	E = Essential D = Desirable	Identified by
Full valid Driving licence and access to a vehicle. (Applicants who can not drive as they are precluded by disability applications are still welcome. Applicants are asked to provide a statement as to how they will be in a position to alternatively meet the requirement to enable the duties to be carried out effectively and efficiently with reasonable adjustments)	E	Application
Flexible approach to working patterns.	E	Interview
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview