

North Wales Regional Manager Person Specification

No.	Essential
AM1	The ability to provide Leadership and direction to a team of Team Leaders in your region to enable them to provide responsive and flexible person centred support
AM2	The ability to act as a role model to Team Leaders maintaining professional standards and supporting them to deliver really good support to individuals
AM3	Experience of ensuring that policies and procedures on confidentiality and data protection are followed and legal and regulatory requirements are met under RISCA and the registration framework
AM4	Experience of promoting safeguarding practice and of ensuring a zero tolerance approach to any form of abuse
AM5	A demonstrated ability to plan and deliver innovative person-centred services
AM6	Experience leading and managing teams and removing barriers.
AM7	The ability to work with and support Team Leaders to develop best practice in person centred support
AM8	The ability to communicate effectively, share information, ideas and resolve conflict with a range of stakeholders including Commissioners and the Care Inspectorate for Wales
AM9	The ability to behave ethically, identify concerns and resolve difficulties in an open and reasoned manner complying with policy and regulations and demonstrating integrity and fairness in decision making
AM10	The ability to encourage team effort, build cohesion and maintain motivation with all within your region, supporting them in a process of continuous professional development ensuring that they work to the highest professional standards
AM11	The ability to positively influence the behaviour of others and to support Team Leaders to maintain staff discipline and morale
AM12	The ability to show adaptability and take advantage of new ways of doing things reflecting on your own practice and modifying your behaviour accordingly
AM13	To be a car driver with a current UK licence,
AM14	To have access to a vehicle for use in connection with work and insured for business use
AM15	An NVQ level 5 (or equivalent) in Leadership and Management for Health and Social Care
AM16	Excellent organisational and management skills
No.	Desirable
AM17	A current Emergency First Aid qualification
AM18	A qualification in coaching and mentoring

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- AM19 To have a recognised qualification in Health and Safety or Risk Assessment
- AM20 To have undertaken training in Safeguarding Adults for Provider Managers
- AM21 To be registered with the Social Care Wales
- AM22 To be able to communicate in Welsh