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Team Leader Job Overview

## About The Role

We are currently recruiting for a Team Leader to join our team at Scarcliffe House Children’s Home. Scarcliffe house is a fully therapeutic provision, and as such, invests significantly in upskilling all staff to ensure our therapeutic model is embedded in the day-to-day care that is offered to our young people.

**About the position**

As a Team leader, you will help provide leadership and management. You will also provide supervision and help upskill staff. Part of the role will involve providing direct care to children who may require support to maintain and improve their wellbeing, safety, social and communication skills as well as life/functional skills.

Each member of staff within our organisation is highly valued, therefore, we place a huge focus on ensuring we recruit the right people to join our team. We are looking for a dedicated and compassionate individual who can fully commit to supporting our Children. This is a diverse role that comes with challenges; however, this is a greatly rewarding role with genuine opportunity for career progression.

**What will you be doing:**

The Role is incredibly varied and the expression ‘No two days are the same’ couldn’t be more fitting to this position. We aim below to give an insight into some fundamental aspects of the role, you will be:

* Assist the management of the home in developing the skills and potential of residential childcare practitioners.
* Take responsibility for the effective and efficient running of shifts.
* Working as part of an immediate staff team and wider team to ensure safeguarding is paramount, and that our Children and young people are effectively safeguarded at all times.
* Providing the highest level of holistic and therapeutic support on a day-to-day basis.
* Acting as a positive role model at all times for our children and young people.
* Creative in organising and encouraging participation in a wide range of innovative and exciting entertaining events and activity’s held both within the home and in the wider community.
* Where required deputise in the absence of the management of the home.
* Ensuring each young person’s physical, emotional, behavioural and cultural needs are met.
* Accurately recording and updating relevant plans with clear and concise information, writing reports and completing basic administrative duties.
* Supporting our young people with day-to-day practical tasks & where appropriate promoting independence.
* Creating appropriate, positive and meaningful relationships with young people always maintaining dignity and respect.

## About You

## **What experience and qualifications do you need?**

**To be successful in the role of Team Leader, you do need a specific level of experience, we look at each application on its own merit. We do believe there are key attributes that would be held by successful and effective Team Leader in our home:**

* To be able to manage under pressure and help support staff.
* To oversee, supervise and develop the skills of staff in their daily working practice.
* In this role you will face challenges both emotionally and physically, you must be able to stay calm and bounce back from difficult situations, a high level of patients and emotional resilience is needed.
* Our young people, and the team rely on you to show up when you should therefore being effective with time management and showing reliability is key.
* You will be supporting young people of all ages and backgrounds and must be able to relate appropriately with an empathetic understanding.
* You must be confident in communicating with others both internally and externally to the organisation
* Great problem-solving skills and the ability to adapt and act accordingly to situations

**What will you get in return?**

* **Comprehensive induction**
* A competitive salary
* Ongoing training and professional development
* Genuine career development opportunities for those who want them.
* Fully funded enhanced DBS checks
* Generous paid annual leave
* Pension contribution

You will also get the opportunity to be part of something truly incredible, you will have the full and unwavering support of an organisation that will not only make a real difference in young people’s lives, but in the lives of its whole staff team.

## About Soteria Children’s Services Limited

Scarcliffe House is the first home run by the company, Soteria Children’s Services. Our home is aimed at offering care for boys, girls and non-binary children and young people with Learning Disability and Autism between the ages of 7-17 years.

Scarcliffe house, as well as most residential childcare provisions is largely shift based and does involve sleep-ins. Scarcliffe house has a designated en-suite room that accommodates staff for overnight stays. Additional payment is given to staff for each sleep-in duty they complete.