**\*£1000 Welcome Bonus \*£1000 Recommend A Friend Bonus!**

**Job Title-** Assistant Residential Manager

**Location-** Kilwinning

**Salary-** £32,670- £35,200

**Contract type-** Permanent

**Working hours-** 40hrs Per week, as part of a rota which includes a combination of early and late shifts and rotational weekend working.

**About us**

Spark of Genius is one of Scotland’s largest residential child care providers. For over 25 years, we have been delivering high quality care to young people who need to be looked after. Spark of Genius is also part of the UK-wide CareTech family who are committed to providing each child with opportunities to have their individual needs met.

**About the Service**

Our service is located near Kilwinning in North Ayrshire and sits on an extremely peaceful setting on the bend of the River Lugton, offering a therapeutic and peaceful environment for the young people to learn, grow and develop.

**In your new role**

As the Assistant Residential Manager will support the Residential Manager in the efficient running of the residential home. You will largely be responsible for assisting the Manager in the efficient operational management of the house as well as providing excellent care to the children and young people. You will have responsibility for managing a team of staff, therefore, you must be experienced in motivating and providing support to colleagues when necessary. This is also a chance to make a difference to outcomes for young people! Our mission is to make Every Second Count, to help us succeed you will:

* Support the development of a style of leadership and organisational culture to ensure open and participatory management and practice, promoting the well being of individuals and a positive image of residential care
* Participate to establish an enabling culture, and effectively manage a provision which enables children and young people to achieve optimal outcomes in a safe and secure environment.
* Implement practices which foster positive working relationships productive networks with all stakeholders and local communities.
* Actively assist with the selection, recruitment and retention of staff to ensure a safe, nurturing and positive environment.
* Support HR related matters including investigation and disciplinary matters where required.
* Have responsibility for development and motivation of teams, individuals and self to enhance performance, whilst ensuring all staff are fully aware of their role.
* Contribute to the management and monitoring of budgets to achieve efficient and effective use of resources and delivery of a high-quality service.
* Contribute to the strategic direction and development of the service, consulting and working with others to produce proposals and plans as required.
* Taking due regard of legislation regulation and organisational policies, develop, implement and monitor systems which ensure standards are achieved to maximise a high quality of care in an environment that affords protection and appropriate control.

**You will ideally have:**

* SVQ 3 and/or SVQ 4/SQF 9 in Children and young people and HNC in Social Care/Academic equivalent
* Working towards SVQ 4 or SQF Level 9 Children and Young People, and /or a practice qualification in the Management Category or equivalent that meets SSSC requirement with no more than 6 months to complete.
* A minimum of 2 years’ experience as Senior Practitioner or a minimum of 3/ 4 yrs experience in a supervisory role and experience in a related field.
* Experience of working within services of relevant client group.
* Supervisory experience.
* Wide knowledge of the behaviours displayed by children and young people and an understanding of a myriad of intervention strategies
* Working Knowledge of legislation in relation to child care including National Care Standards and Child Protection
* Knowledge of the Policy and Procedures in relation to residential child care
* An understanding of the process of child development.
* Understanding the principles of safe guarding and child protection
* Ability to work shifts including evening and weekends
* Full UK driving licence

**Benefits**

As part of this role, we offer a range of specialist training programmes to support you in your work and invest in your professional development. These include:

* Fully Paid induction programme
* Every Second Counts: bespoke training on the role of a residential childcare worker
* Therapeutic crisis intervention training to assist young people in regulating their emotions when they are in crisis.
* Child protection training
* Relax kids training
* Attachment and trauma training
* Full suite of e-learning modules available that provide continuous knowledge and development.

In support and recognition of our colleagues who will help us deliver our employer strategy, we offer a fantastic benefits package. This includes;

* Full Time Contract
* Competitive Rates of Pay
* Free PVG check
* Pension Scheme
* Free Training
* Paid Induction
* \*£1000 Recommend A Friend Bonus!
* \*£1000 Welcome Bonus

Due to the nature of the role, it will be necessary for all Residential Childcare Workers to be subject to a Protecting Vulnerable Groups (PVG) check by Disclosure Scotland and achieve membership of the scheme prior to commencing work with us. CareTech will cover the cost of this check.

Any data received in applications will be used for recruitment purposes within Spark of Genius and CareTech only.