

Person Specification

Post Title		Locality Manager	
	Essential	Desirable	
Qualification			
Hold or be willing to undertake a recognised qualification in social care and/or management	✓		
Access to own transport that can be used for work purposes, with a full valid licence	✓		
Experience			
Experience of managing a team, setting objectives and ensuring goals are met	✓		
Proven success in developing, monitoring and delivering targeted business plans		✓	
Experience of managing budgets.	✓		
Experience in performance management of individuals and a staff team	✓		
Experience of working with multi-disciplinary teams	✓		
Knowledge and Understanding			
Extensive working knowledge of regulation relating to social care	✓		
A thorough understanding of current social care policy issues, quality standards and best practice	✓		
Skills			
Demonstrable leadership skills, which include motivating, communicating and managing teams	✓		
Confident in engaging and interacting with a diverse range of people particularly on a personal level	✓		
Ability to communicate effectively at all levels both orally and in writing	✓		
Competent at overseeing safeguarding issues, Deprivation of Liberty referrals and best interests decisions in line with statutory requirements, local authority protocols, and best practice	✓		
Proficient IT user	✓		

Personal Attributes		
Commitment to the values of Avalon	✓	
Assertive and confident with the ability to initiate action when required	✓	
Ability to work flexible hours which may include occasional evening and weekend working including out of hours on-call arrangements	✓	