



Person Specification			
Post title	Deputy Manager – Children’s Residential	Grade	K

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Experience within residential childcare in a supervisory role	CV/ I
S2	Good written, verbal and IT communication skills with the ability to keep accurate records	CV/ I
S3	Ability to monitor expenditure and respond appropriately	CV/ I
S4	Experience of assessing the individual needs of children and plan and record appropriately	CV I
S5	Experience of working with children and young people with complex needs, ability to safety plan and contribute to plans alongside other’s	CV/I
S6	Ability to establish and maintain positive professional relationships with others	CV/ I
S7	The ability to reflect on your own practice to continually improve practice	CV/ I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	Demonstrate good communication and written skills	I
Qualifications		
Q1	Must hold QCF L3 in residential childcare	CV/ I C
Q2	Should hold QCF L5 Leadership and Management or willingness to work towards	I

January 2026





Knowsley Council

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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