

Deputy House Manager: (From 31k - depending on experience)

Therapeutic Supported Accommodation for

Unaccompanied Asylum-Seeking Children (UASC) aged 16-18.

Enthum Foundation: UK Charity Number 1135493

Enthum House is a charity-run residential supported accommodation. providing person-centred support for up to fourteen UASC aged 16-18. We are an equal opportunities employer and welcome applicants from diverse backgrounds.

We offer a safe welcoming home and as a community we create a space to help young people to integrate their experiences whilst supporting them physically, mentally and emotionally. Our trauma informed support is complimented by managing practical needs, accessing integration opportunities and appropriately boundaried consistent supportive relationships; which empower young people to grow, trust, feel safe and secure and develop in ways that lead to becoming a healthy independent adult.

Purpose of role

The Deputy House Manager will play an integral part in the development of the organisation's work as it moves towards regulation.

The Deputy House Manager will work closely with the House Manager and Lead Support Workers to ensure that Enthum House provides outstanding support for the young people who live with us.

Key responsibilities

1. Work within our highly committed team to set and maintain high standards in our work with young people facing complex trauma and intersectional challenges.

2. Play a leading role in safeguarding the young people we work with, undertaking Designated Safeguarding Lead training.
3. Lead on ensuring we have high standards of risk assessing, support planning and tracking of young people's progress.
4. Play a leading role in ensuring our young people develop independent life skills that support them to reach their potential and contribute to their wellbeing
5. Be part of Enthum's management supervision team and contribute to staff performance and wellbeing, Supervision and Appraisal facilitation.
6. Play a leading role in setting and monitoring targets to ensure that our work is focused on positive outcomes for young people.
7. Demonstrate confident, positive and energetic and leadership qualities that motivate, inspire and support our dedicated staff team.
8. Have an excellent track record in managing residential placements or other relevant settings.
9. Demonstrate a strong philosophy of support, personal integrity and authenticity.
10. Promote the highest standard of service delivery at all times
11. Represent Enthum House in a professional light with all current and potential clients, stakeholders and partners.
12. Demonstrate outstanding abilities in communication, problem solving and conflict resolution.
13. Play a leading role in ensuring the young people we work with are given the opportunity to express their views and participate in decision making that affects them.
14. Promote and implement all Enthum Foundation policies and procedures.
15. Attend training as required and continue professional development.
16. Ensure Enthum House is in a safe condition at all times and complies with all relevant laws and guidelines.
17. Be part of the on-call support team and cover staff shortages as required.
18. Attend and contribute to staff meetings in both homes.
19. Cover all aspects of the House Managers role in their absence.

The duties as outlined in this job description are not exhaustive and may change due to the changing

nature of the working environment and the needs and requirements of the young people we support. The post-holder is expected to carry out all appropriate tasks necessary to meet the needs of the service, or as may be requested by Enthum House's senior management team.

Person Specification:

Essential

1. Have, or be willing to work towards a level 5 social care qualification with an expectation to complete Level 5 within 2 years of successful probation period
2. Minimum of three years' experience working with vulnerable young people in therapeutic services or UK residential care setting
3. Experience in embracing diversity
4. Experience in working with people affected by trauma and PTSD
5. Up-to-date knowledge of relevant safeguarding legislation and procedures relating to young people
6. Knowledge of risks related to child exploitation, trafficking and radicalisation.
7. Ability to set and review targets and objectives for Enthum House's staff team
8. Outstanding leadership qualities, personal integrity and the ability to motivate and inspire others to excel.
9. Excellent interpersonal and communication skills.
10. The ability to use theory, experience and supervision to reflect on, challenge and improve own practice and that of colleagues.
11. Excellent organisational skills.
12. A clear commitment to equal opportunities including the ability to challenge discriminatory practice and to promote equality and multi diversity in service delivery and business relationships at all times.
13. Experience of organising and chairing meetings.

14. Experience in report writing and accurately sharing information.
15. Experience of using Microsoft Office IT applications.
16. Willingness to undertake additional training in aspects of UK asylum law, cross-cultural integration, counter-radicalisation etc.
17. Flexibility to fill in unexpected staff shortages
18. Availability to work shifts, including nights, weekends and bank holidays as required.

Desirable

1. Have recognised social care qualification (minimum level 3 with an expectation to complete Level 5 within 2 years of successful probation period)
2. Prior experience of working with UASC or refugees and an understanding of the challenges they face.
3. Personal experience of displacement and/or being from a refugee background
4. Experience in team building, staff recruitment, training and dismissals
5. Experience managing in regulated care settings.
6. Experience of managing Ofsted inspection frameworks
7. Experience of managing teams during uncertainty and change.
8. Track record in successfully working with external agencies and stakeholders.
9. Experience of developing and managing staff rotas