

Person Specification - General Manager

	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • RMA or equivalent • Level 5 QCF Management 	<ul style="list-style-type: none"> • Nurse Qualification (RGN) • Management Degree
Experience & Knowledge	<ul style="list-style-type: none"> • Proven management experience at a similar level • Experience as a Registered Manager and managing a Care Home for older people • Strong commercial business awareness with P+L Accountability and experience of enhancing financial performance in a tight market sector. • Experience in managing budgets and preparing budget proposals within a similar operation. • Extensive experience of marketing and maintaining occupancy levels • Knowledge of CQC and local authority requirements • In depth understanding of the needs of older people and the broader health and social care market. • Good understanding of HR practices 	<ul style="list-style-type: none"> • Commissioning Experience
Specific Skills	<ul style="list-style-type: none"> • Established strong leadership and coaching 	<ul style="list-style-type: none"> • First Aid qualifications

	<p>skills.</p> <ul style="list-style-type: none"> • Strong communication skills to demonstrate empathy, engage team members and work with families and residents alike • Able to communicate clearly and concisely using a range of methods to a variety of people with differing needs and abilities. • Ability to liaise with outside bodies in order to further the interests of the home • Ability to evaluate the level of service provided to residents • Ability to work effectively with a regional HR Business Partner. • Proficient in the use of Microsoft Office e.g. Word, Excel, Outlook 	
Personal Qualities	<ul style="list-style-type: none"> • Flexibility to alternate working pattern, provide cover and attend emergencies outside of normal working hours 	
General		<ul style="list-style-type: none"> • A full, clean driving licence