

Who Is Cove Care?

Cove Care is a truly unique service, operating within the social care sector, while aiming a range of clinical and social care services at young people with clear, or suspected, mental health needs.

Our goal is ambitious, but simple: to fill the gap in the sector with quality, specialist placements for young people, either who are being discharged from in-patient CAMHS and require skilled support and rehabilitation in the community, or as an effective, safe alternative to an in-patient admission.

Now well-established with several residential placements within the West Midlands regions, and a clear plan for ongoing developments, we remain committed to this mission today and are currently looking for a Team Leader that will join us in driving our mission forward.

We are dedicated to developing our staff to their highest potential, to enable the quality of our service to develop and continuously improve. In order to achieve this aim, we truly value the commitment and effectiveness of all employees. We promote a safe 'Cove' for our team in providing robust, comprehensive policies, quality support and supervision mechanisms throughout, and create working environments where lifelong learning and job satisfaction are facilitated.

About the Role

Upon Joining us as a Team Leader at Cove Care the successful candidate will be responsible for supporting other members of staff in the management and provision of care for young people; ensuring young people retain as much of their dignity and individuality as possible, whilst encouraging and enhancing their self-esteem and quality of life, acting as a Team Leader as required and being involved in the general activities of the Home.

As a Team Leader you will possess a genuine interest in working within a caring environment with young people, that can demonstrate excellent communications skills with the ability to adapt in different professional situations, promoting a stimulating, caring and culturally appropriate environment.

Working both within a team and as an individual will be key in achieving the objectives within this role, so being a team player and a self-starter is another important quality we are looking for within a potential candidate.

The successful candidate will be able to remain flexible, agile, and reliable throughout their position. When necessary, the candidate will remain confidential and all round trustworthy whilst demonstrating strong leadership skills, that will prove beneficial when deputising in the absence of the Home and Deputy Managers.

As a Team Leader you will be expected to willingly undertake and participate in your own professional and personal development engaging in training when available.

This role would suit a strong communicator who has the ability to adapt in different situations, whilst confidently able to demonstrate and actively encourage high standards of cleanliness, nurturing an inclusive homely environment along the way, with the ability to establish good, professional relationships.

You will have a positive can-do attitude with the upmost respect for young people, their families, other staff, Social Workers, visitors, neighbours, and any relevant others and happy to assist managers in an array of tasks as required.

Hours of work are based on a flexible 24-hour rota system including evenings and weekends.

Roles & Responsibilities

- Promote and ensure the good reputation of the placement is upheld at all times.
- Identify and anticipate the needs of young people, communicating these to management and staff.
- Writing review reports and completing other admin tasks when necessary.
- Attending, facilitating meetings and reviews.
- Designing and implementing personal care plans.
- Involvement in the selection, assessment, and admission of new service users.
- Domestic duties around the home.
- Support and encourage young people's independence by assisting with their independent living skills, personal hygiene etc.
- Participate in social activities within and outside of the placement by interacting with young people and helping them with meaningful activities and interests.
- Escort and supervise young people during social outings, trips, and holidays from the placement.
- Ensure the Home diary system is updated regularly.

- Liaison with medical services to ensure appropriate health checks and treatments are administered.
- Accurate record keeping and reporting.
- Ensure the security of the placement is maintained at all times in line with company policy.
- Understand and ensure the implementation of the placement's health and safety policy, emergency and fire procedures and all health and safety-related checks and processes.
- Deliver identified training to junior staff under support and supervision.
- Assist young people who have restricted cognitive abilities in achieving optimum activities of daily living.
- To support the development of the process, practices and delivery of the young person's care and progress.
- Report immediately any clinical incident, any accident or near miss occurring within or outside of the placement in the course of duties.
- Report immediately any illness of an infectious nature along with any faulty appliances, damaged furniture or equipment and any other potential hazards.

Experience and & Qualifications

- Diploma level 3
- A full clean driving Licence or working towards one.
- Experience of working in caring environment with young people and/or experience of working within mental health is preferred.

Why Choose Cove Care?

- Competitive salary dependant on experience £17,000 - £23,000.
- 28 days holiday inclusive of Bank holidays.
- Overtime paid at time and a quarter for full time staff.
- Bank holidays including Christmas paid at double time if worked.
- Continuous training and development.