



Person Specification

Job Title

Deputy Positive Behaviour Support (PBS) Manager

Qualifications		✓
Essential		
- Relevant qualification in Positive Behaviour Support, Psychology, Education, Health & Social Care or a related discipline. - English and Maths Level 2 (or equivalent).		A
Key skills		
Essential		
- Strong leadership, communication and relationship-building skills. - Ability to provide guidance, support and constructive challenge to staff and managers. - Proficient in using Microsoft Office applications and digital tools. - Analysing data, identify trends and evidence-based decision making. - Skilled in report writing, action planning and maintaining accurate records. - Strong organisational skills with the ability to prioritise workload and respond to changing operational demands. - Ability to work independently, exercise professional judgement and escalate concerns appropriately. - Experience of delivering training, coaching or workforce development.		A/I
Experience		
Essential		
- Leading, supervising or developing staff. - Positive Behaviour Support assessment, planning and implementation. - Quality assurance, audit, compliance or service improvement activities. - Experience of working with multidisciplinary teams - Safeguarding, risk assessment and incident management.		A/I
Desirable		
Coordinating projects, resources or operational service delivery.		A/I
Knowledge		
Essential		
- Positive Behaviour Support and person-centred practice. - Behaviour support planning, functional assessment and proactive support strategies. - Safeguarding, risk management and restrictive practice frameworks. - Understanding of quality assurance, compliance and continuous improvement processes.		A/I
Other personal requirements		
Essential		
- Commitment to safeguarding and promoting learner wellbeing. - Ability to remain calm and professional at all times. - Flexible approach to meet operational and service needs. - Commitment to continuous improvement and professional development. - Able to work collaboratively and maintain positive working relationships		A/I

✓ **How we intend to assess your match with our person specification**

A Application Form

C Assessment Centre

I Interview