



Our Vision

Make life great for Children and Young People

Our Mission

**To empower Children and Young People who haven't had a fair deal – to have a home,
strengthen their mental health and be part of a community**

Our Ethos

We need each other to make life work

Our Values

We make our own choices

We are loving and compassionate

We take risks

We make mistakes and learn

We never give up

MACS Integrated Floating Support and Housing Service Manager

JOB DETAILS

JOB TITLE: Integrated Floating Support and Housing Manager

CONDITIONS: Full Time, Fixed Term Maternity Cover (for up to 12 Months subject to post holder returning)

RESPONSIBLE TO: Service Manager

LOCATION: 9 English Street, Downpatrick, BT30 6AB

WORKING PATTERN: Full Time. 37.5 Hours per week: This will respond to the needs of the Service. Evenings, weekends and bank holidays will be required.

HOLIDAYS: 30 days per annum plus statutory days

SALARY: £28,799 per annum and pension at 4% of salary

It will be a requirement of this post to be registered with the Northern Ireland Care Council (NISCC).

OVERALL PURPOSE

1. To lead developments in the relevant Trust area in the provision of quality accommodation and Support Services for young people who are homeless, at risk of homelessness or leaving care 16-25 years.
2. To lead and manage a team of Floating Support and housing staff to improve accommodation and housing related outcomes for young people aged 16-25 years old.
3. To enable young people to gain the skills and confidence to attain, manage and maintain their own accommodation in accordance with MACS aims, objectives, standards and ethos and value base.

This role will include the leadership, management and development of:

- A Floating Support Service for young people aged 16-25 years.
- Supported Housing which incorporates
 - Assessment flats (UNOCINI) for 16-17 year old homeless – short stay
 - Flats for Care experienced young people – 2-year stay 16-21 years
 - Flats for young people who are assessed by NIHE as homeless – 2 year stay aged 16-21 years.

You will work in conjunction with the Service Manager and Housing Team Leader to maintain and develop the Service.

This Job Description demonstrates the job role, who you will be accountable to in carrying out your duties and an explanation of why.

Job role	Accountable to	Why?
Lead a Floating Support service for young people 16-25 years old.	Young people	Providing a quality service that meets the needs of young people to attain, manage and maintain their own accommodation.
	Supporting People	To meet Outcomes and Quality Standards (QMT) set by key funders.
	Service Manager	To ensure MACS leadership expectations are met.
	Team	To provide leadership and direction.
Lead a Supported Housing service for Care experienced young people and young people experiencing homelessness.	Young people	Young people have a safe and nurturing home from which to build the skills, confidence and networks to run their own home in the future.
	Social Services	Accommodation and support is provided to care experienced / homeless young people in line with statutory requirements and strategic objectives.
	RQIA	Good Governance is maintained.
	Service Manager	To ensure MACS leadership expectations are met.
	Team	To provide leadership and direction.
Provide opportunities for professional development and reflection through supervision, coaching and guiding.	Young people	To ensure young people are supported by a team who are compassionate, self-aware and have the knowledge base to support them to meet their needs and keep safe.
	Team	To nurture potential and develop a whole team approach. To be able to reflect on practice in a supportive environment that promotes growth.

Job role	Accountable to	Why?
Identify, explore and develop new opportunities in partnership with Supporting people, Trusts, Housing Executive to address unmet need.	Young people	To ensure that there are an appropriate range of Services to meet their needs.
	Strategic partners	To maintain the profile of MACS as a forward thinking and strategically relevant organisation.
	Service Manager	To ensure 'grass roots' experiences are understood and responded to so that young people get the right Services.
Ensure Quality Standards are met (RQIA, QMT, NISCC).	Young people	Young people are protected, heard, involved and supported.
	Team	The team are clear as to their roles and responsibilities to young people, MACS, key stakeholders and one another.
	Strategic partners	Service viability and continuation of contracts.
Ensure Child Protection, Vulnerable Adults and Lone worker policies are implemented to safe guard young people and staff.	Young people	Young people know what to do when they are unsafe and they are responded to in times of crisis.
	Social services	To ensure statutory duties are fulfilled.
	Team	To ensure a comprehensive framework is in place to support, guide and protect workers.
Ensure partnership working with social services and the PSNI is undertaken and evidenced in relation to keeping young people safe in relation to child protection and safeguarding.	Young people	Young people are clear and informed of statutory processes and requirements and of legal recourse.
	Statutory partners	To ensure a multi-disciplinary approach is adopted when required.
	Team	To ensure responsibilities are understood.
Identify and maintain key relationships with stakeholders; Supporting People, NIHE, Housing associations, Trust, PSNI, the community etc.	Young people	Young people have a champion, advocate, and understand the responsibilities that come with living in a community setting.
	Service Manager	To maintain the profile and reputation of MACS as a quality Service provider and to champion the MACS approach to practice.
Adhere to HR Policy and Procedures.	HR	Legal and good practice requirements are met and quality standards are maintained.
	Team	To ensure fairness and equality.
To be open to professional growth and development by exploring practice, attitudes and beliefs in supervision, with your team and informally.	Young People	Young people experience a Service that focuses on what they want, not on what it is perceived they want. Young people's experiences shape practice and Service delivery.
	Team	To role model a willingness to reflect, learning from mistakes, celebration of achievements and continuing professional development

Job role	Accountable to	Why?
	Service Manager	To ensure MACS Aims, objectives, Ethos and Value Base permeate practice across the organisation.
To develop a high performing, accountable and autonomous team and use the MACS Decision making model to inform significant decision making.	Young people	The young people are clear on how and why decisions are made.
	Team	There is a shared responsibility to making decisions and clarity exists on how and why decisions are made.
	Service Manager	To ensure decision making is robust, well thought out and includes input from the right people.
Development of innovative and bespoke recording mechanisms to best demonstrate the journey and experiences of young people.	Young people	To ensure recordings and processes actually mean something to young people and they can reflect their experiences in a range of formats, not just in the written word.
	Team	Workers feel motivated and inspired to create new forms of recording and systems that better reflect the depth of the work they do.
	Service Manager	That the Service develops new and innovative systems that reduce the time spent on recording overall. That MACS are championing and challenging the requirements of standards and funders that are not truly young people led, and offering valid alternatives.
Recording and communicating in line with Statutory, funding and Regulatory requirements.	Social Services, Supporting People and RQIA	To ensure work undertaken and support provided to young people meets contractual obligations and quality standards and funding is maintained.
Any other duties that may be required.	Team	To be a good team player.
	Service Manager	Responding to arising needs of the Service and always putting the young people first.

PERSON SPECIFICATION

SKILLS AND KNOWLEDGE REQUIRED BY POST HOLDER	
CRITERIA 1	
Degree in Social Work or Youth and Community Work or equivalent. AND 3 years' experience of working with at risk young people. 2 years' experience of leading and managing staff. 2 years' experience of developing and managing a service. OR 5 years' experience of working with at risk young people. 2 years' experience of leading and managing staff. 2 years' experience of developing and managing a service.	ESSENTIAL
CRITERIA 2	
Experience of providing housing support.	ESSENTIAL
CRITERIA 3	
Ability to lead, supervise and develop a team.	ESSENTIAL
CRITERIA 4	
Experience of liaising with statutory agencies in order to meet the needs of the young people.	ESSENTIAL
CRITERIA 5	
Able to demonstrate excellent written skills.	ESSENTIAL
CRITERIA 6	
A full current driving license and access to a car is required to be able to meet the requirements of the post in full.	ESSENTIAL