

Person Specification

We have described below the range of qualifications, experience, knowledge, skills and attributes we are looking for. We will use this to manage our selection process and also to identify training/development needs once in post. We aim to recruit individuals who largely satisfy these criteria. Shortlisted candidates will need to demonstrate how they meet the essential criteria.

Job Title:	Residential Support Worker	Service:	Residential Childrens Homes
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	Essential/ Desirable Criteria	Key for Assessment
Qualifications		
Professional or vocational qualification required for service area (NVQ level 3 caring for Children and Young People/Residential Care and Family Support, Nursing qualification, RNLD)	E	A/Q
Child Protection Procedures	E	A/Q
Child Development	E	A/Q
First Aid	D	A/Q
Challenging Behaviour	D	A/Q
Relationships and Sexuality Issues	D	A/Q
Experience		
Experience of working with children and young people in a residential setting	E	A/I
Experience of care planning services for looked after children.	E	A/I
Experience of legislation, regulations, and standards relevant to service area	E	A/I
Experience of collaborative working with partner agencies	E	A/I
Skills/Attributes		.
Ability to motivate children and young people	E	A/I
Communication skills appropriate levels to required environment/situation	E	A/I
Contribute to improvement at work	E	A/I
Report writing	E	A/I

Key for assessment:
A=Application form, I=Interview

'INSPIRING LIVES, CHANGING FUTURES'

Registered Charity No: 222533



Counselling	D	A/I
Problem solving	E	A/I
Self-motivated	E	A/I
Warm, Friendly, accepting and patient	E	A/I
Ability to set meaningful boundaries for children and young people	E	A/I
Ability to form part of a team	E	A/I
Ability to recognize and manage own stress levels	E	A/I
Personal integrity and flexibility	E	A/I
Role requirements		
To assist the Residential Team to provide a high standard of childcare in a stable and relaxed environment where safeguarding young people is paramount	E	A/I
To contribute to assessment and care planning process and procedures relevant to young people	E	A/I
Understanding of Adolescent behaviour management	D	A/L
To be passionate about a high-quality care for young people	E	A/L
Demonstrate ability to provide empathetic and dedicated care and support for people with complex needs, fostering an environment of compassion and personalized support	E	A/L
Excellent communication skills, verbal and written	E	A/L
Must have a Full UK Driving License and access to a vehicle	E	A/L

Date produced:

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