

Senior Residential Worker person specification

|  |  |  |
| --- | --- | --- |
| **Education and Qualifications** | **Essential (E) / Desirable (D)** | **Method of Assessment** |
| Able to demonstrate reasoning, numeracy and literacy skills to required standard | E | CV |
| Dip SW equivalent and/or relevant degree or a relevant qualification in social care/nursing fields | D | CV |
| NVQ Level 3/4 in Working with Young People. | D | CV |
| **Knowledge and Experience** |  |  |
| Sound understanding of child development needs, (physical, emotional, intellectual, social and educational) of young people. | E | CV / Interview |
| Child Protection issues and procedures. Social Care Services available to young people and their families | E | CV / Interview |
| Knowledge of relevant legislation – Children Act 1989; Care Standards Act 2000; Children’s Homes Regulation 2001 | E | CV / Interview |
| Engaging young people in leisure activities and/ or hobbies. | E | CV / Interview |
| Working with young people and their families in a residential setting | D | CV / Interview |
| Understanding of care planning principles for young people. | D | CV / Interview |
| **Skills & Abilities** |  |  |
| Working constructively within a team. | E | CV / Interview |
| Ability to demonstrate sensitivity and understanding of adolescents. | E | Interview |
| Ability to exercise authority. | E | Interview |
| Awareness of impact of decisions/actions on others. | E | Interview |
| Ability to plan, set goals, establish and implement plans of action. | E | CV / Interview |
| Ability to motivate self and others to meet time and performance goals. | E | CV / Interview |
| Ability in a range of leisure/hobby activities. | E | Interview |
| **Personal Attributes** |  |  |
| Good interpersonal skills – relate well to others (young people and staff at all levels). | E | Interview |
| Positive can do attitude. | E | Interview |
| Good communication skills. | E | Interview |
| Ability to be flexible. | E | Interview |
| Ability to deal with emotional stress. | E | Interview |