

Person Specification

JOB TITLE:	Residential Worker	POST NO:	
GRADE:	7 and 8	DEPARTMENT:	Childrens Services
HOURS			
DIVISION:	Strategy, Commissioning and Prevention	DIRECTOR:	Malcolm Newsam
DATE:		COMPLETED BY:	Brian Moss
ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	
KNOWLEDGE	Knowledge and understanding of good Customer Care. Must have understanding of child development & children's physical & emotional needs.	Knowledge of play and activities. Knowledge of relevant legislation guidance and policy Knowledge of family systems theories	
SKILLS & ABILITIES	Ability to communicate verbally & in writing with children and families. Ability to complete relevant training including National Diploma 3 Have confidence to establish & maintain positive relationships with individuals & groups.	Report writing & recording skills.	
EXPERIENCE	Involvement with children as a paid worker, volunteer or carer.	Experience and understanding of the role of Key Worker within a residential establishment.	
QUALIFICATIONS		Current driving Licence. National Diploma Qualification or NVQ equivalent Relevant Childcare Qualification	
PERSONAL CIRCUMSTANCES	Willingness to work to guidelines & policy on smoking at work. Able to work flexible hours including evenings, weekends and bank holidays, sometimes at short notice.		
EQUALITY	Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A & I)		
CUSTOMER CARE	Knowledge and understanding of effective customer care (A & I)		

[At the end of each criteria the following codes are used to indicate how the criteria will be assessed: (A) Application / Interview, (P) Presentation, (W) Written Test.]