

Person Specification

JOB TITLE:	Lead Residential Worker	POST NO:	
GRADE:	9	DEPARTMENT:	Clare Lodge
HOURS			
DIVISION:	People & Communities	DIRECTOR:	Wendi Ogle-Welbourn
DATE:	31 st March 2017	COMPLETED BY:	Steve McFaden

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> • Good Customer Care. • Child Protection issues and procedures. • An understanding of the developmental needs (physical, emotional, intellectual, social and educational) of children young people. • Children Act 1989;2004 • Children Homes Regulation (including Quality Standards)2015 • Healthcare Standards CYSS 2013 • Play and activities for children and young people (A&I) 	
SKILLS & ABILITIES	<ul style="list-style-type: none"> • Ability to build/maintain positive relationships. • Ability to work with individuals who display challenging forms of behaviour. • An ability to interpret and respond appropriately to a range of emotions and behaviours. • Act in a confident, self-directed and resourceful way to identify and resolve difficulties. • Awareness of impact of decisions/actions on others. • Stamina and resilience. • Ability to be creative and use own initiative. • Ability to engage children in physical and energetic activities • Ability to carry out effective supervision • Ability to motivate self to meet time and performance goals. • Ability to self-evaluate own learning needs. • Ability to plan, set goals; establishes and implement care plans. • Good interpersonal skills – relate well to others (young people, families, and staff at all levels). 	Ability to learn communication skills with disabled children.

	<ul style="list-style-type: none"> ● Ability to work within a team. ● Report writing, recording and record maintenance. ● Good Communication skills – oral and written. ● Have confidence to establish & maintain positive relationships with individuals & groups. ● Ability to complete relevant training including National Diploma 3 (A&I) 	
EXPERIENCE	<ul style="list-style-type: none"> ● 3 years experience in working in a residential child care setting. ● Understanding of the role of Key worker within a residential establishment. ● Working constructively within a team ● Experience of working with children and young people who exhibit challenging behaviour (A&I) 	Experience of working with children who have disabilities
QUALIFICATIONS	<ul style="list-style-type: none"> ● Current driving Licence ● Diploma 5 Children and Young People Leadership/Management(or willingness to complete within 2 years) ● Good numeracy and literacy skills that are or equivalent to English/Maths GCSE A – C. (A&I) 	Social Worker degree
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> ● 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. ● Ability to return to work at short notice. ● Must be available for shift working (including 'sleep ins') ● Health and physical wellbeing must allow for: - Safe holding and restraints - All driving duties (including driving for long periods) - Physical activities with the children and young people (A&I) 	
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: (AI) Application / Interview, (P) Presentation, (W) Written Test.]