

TALBOT HOUSE TRUST

PERSON SPECIFICATION FOR THE POST OF RESIDENTIAL CHILDCARE WORKER

AREA	CRITERIA	METHOD OF ASSESSMENT
Experience		
Desirable	Understanding of residential child care	Application form and interview
Desirable	Experience of social or community work	Application form and interview
Desirable	Experience of working in a children's residential care environment	Application form and interview
Knowledge		
Desirable	Producing and monitoring care plans	Interview
Desirable	Knowledge and understanding of the needs of adolescents and their potential	Application form, interview and practical assessment
Desirable	Knowledge of key working systems	Interview
Essential	Ability to communicate effectively both orally, electronically and in writing, and to produce a variety of information to aid decision making	Application form and interview
Desirable	Knowledge and commitment of the trust equal opportunities policy	Application form, interview and practical assessment
Desirable	Understanding of childcare theory (child-centred approach and the importance of routine, boundaries, consistency)	Application form, interview and practical assessment
Desirable	Understanding of conflict resolving strategy	Interview
Desirable	Working knowledge of the Children Act 1989	Interview
Essential	Able to exhibit sensitivity and assertiveness	Interview
Desirable	An understanding of health and safety in a child care setting	Interview
Skills		
Essential	Ability to maintain written records, write reports and keep cash records	Application forms, interview and practical assessment
Essential	Ability to provide a positive role model	Interview
Essential	Practical care skills including some cooking and supervision of meals, welfare, domestic and	Interview

	social duties which meets the day to day care needs of young people	
Essential	Ability to physically intervene if Young People's behaviour is dangerous to others or themselves	Interview
Desirable	Ability to organise tasks independently and efficiently	Application form, interview and practical assessment
Essential	Self motivation. Ability to work as part of a team and be self motivated	Interview
Essential	Ability to motivate and engage Young People in group activities	Interview
Essential	Valid full driving licence	Application form
Circumstances		
Essential	To have a flexible approach to working hours, to ensure the needs of the establishment, its Young People are properly met	Interview
Essential	Ability to undertake sleeping in duties as required	Interview
Essential	Be able to undertake shift work including working weekends and bank holiday	Interview
Desirable	Car driver	Interview
Desirable	Ability to accompany youngsters on holidays with the home	Interview
Essential	Enthusiastic	Interview
Essential	Well motivated	Interview
Essential	A willingness to undertake training	Interview
Qualification		
Desirable	NVQ/QCF Level 3 Children and Young People's Workforce	Application form and certificates
Essential	Basic education – English, maths and ICT	Interview, application form and certificates