**PERSON SPECIFICATION: RESIDENTIAL SOCIAL CARE OFFICER POST REFERENCE: SR-105623**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | Level 3 Diploma in Health and Social Care (Children andYoung People) or equivalent or a willingness to undertake it on commencing position.(F) (I)Previous experience of working in a supportive capacity to give practical assistance to children and their families.(F) (I) | Previous experience of individual work with children with disabilities (F) (I)NVQ Level 4 in a relevant subject. |
| * **Work or other relevant experience**
 | Previous experience of working in a supportive environment with children or adults (F) (I) | Evidence of previous experience of working with Children and Families. (F) (I)Evidence of previous voluntary work with children and families. |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| * **Skills, abilities, knowledge and competencies**
 | Ability to communicate clearly and effectively with colleagues and service users at all levels.An awareness of child developmentAbility to engage with and work effectively with children, young people and their families towards the successful implementation of care plans. | tieodeoEvidence of knowledge of relevant legislation in respect of children (F) (I)Evidence of awareness of the role of Children’s Services. (I)Evidence of an ability to liaise effectively with people at all levels. (I)Evidence of an ability to work with other professionals. (I)Evidence of report writing skills. (F) (I)Evidence of ability to work on own initiative. (I)Evidence of ability to work under pressure. (I) |
| * + **General competencies**
 | Available to work flexibly including regular evening and weekend work. (F) (I) | Ability to maintain electronic records accurately and conciselyEvidence of experience of working with children and young people who challenge. (F) (I) |
| * **Progression to Band 8**
 | To be in possession of NVQ level 3 in relevant subject (F) (I)Have experience of a Key Worker role (F) (I) | Ability to attend meetings (F) (I) |
| * **Progression to Band 9**
 | To be in possession of NVQ level 4 in relevant subject (F) (I)Have supervisory experience (F) (I) | Ability to attend meetings (F) (I) |
|  **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.