**PERSON SPECIFICATION - Residential Social Care Officer Band 7 (within development scheme Bands 7-9) POST REF: 102116**

HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN

AND YOUNG PEOPLE.THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES, INCLUDING AN ENHANCED CRB CHECK.

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| **REQUIREMENTS** | **ESSENTIAL CRITERIA**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) | **DESIRABLE CRITERIA**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) |
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| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | NVQ III in Children and Young People or equivalent. (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) |
| * **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)** |
| **REQUIREMENTS** | **ESSENTIAL**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) | **DESIRABLE**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) |
| * **Skills, abilities, knowledge and competencies**
* **General 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.Available to work flexibly including some evening and weekends. (F) (I) | Evidence 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)Ability to maintain electronic records accurately and conciselyEvidence of experience of working with children and young people who challenge. (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 Consultant (having made reasonable adjustments in line with the Disability Discrimination Act (1995)) where necessary.