

## **Person Specification Residential Child Care Officer**

### **Part A**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### **Essential**

- Previous experience of working with vulnerable young people
- Ability to deal effectively with difficult and abusive behaviour.
- Knowledge of the needs of troubled children.
- Can demonstrate an understanding of child's needs and effects of trauma on children.
- Effective oral and written communication skills.
- Negotiating skills.
- Ability to work as a member of a team and with present management structure, assisting in the overall running of the unit.
- To act as advocate for young people.
- An awareness of the concept of confidentiality and its implications.
- Ability to take part in meetings with good recording skills.

#### **Desirable**

- The Level 3 Diploma for Residential Childcare or equivalent
- Ability to work with a heavy and varied workload.
- Ability to demonstrate assertive behaviour when required.
- Empathetic caring manner and ability to build trusting relationships with young people.
- High level of integrity and honesty
- To provide basics for physical and emotional wellbeing of young people.
- Ability to work flexibly and autonomously and demonstrate confidence in work role.
- Nationally recognised professional qualifications.
- Locally agreed relevant course training in Child Care related subjects.
- Nationally recognised training in related fields of knowledge i.e. Psychology, Sociology etc.
- Any relevant work in the caring professions.
- To be able to develop creative and effective activity sessions to promote relationship building.
- Ability to drive or have access to mobility transport.

### **Part B**

The following criteria will be further explored at the interview stage:

- Can demonstrate initiative.
- Able to work with minimum supervision.
- Knowledge of the Children Act 1989, Care Standards Act 2000
- Recognition of need to maintain confidential records.
- Be able to maintain monetary records and act and promote responsibility for safeguarding personal possessions.

- Ability to manage cases.
- Awareness of development needs of young people.
- Awareness of substance abuse.
- Ability to work with a multi-disciplinary team of professionals.
- An understanding of Child Abuse/Child Protection Issues.

**Additional Requirements**

- Occupational health clearance
- Ability to work flexibly and autonomously and demonstrate confidence in work role.
- Ability to work anti-social hours and shift work.
- No adverse criminal record, DBS required.
- Must be committed to equal opportunities.