

## **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**

- To be able to demonstrate an understanding of a child's needs and effects of the child's life experiences, any disabilities, trauma and family history on their emotional well being and behaviours
- To have an understanding of Trauma Informed Care and how it impacts on your understanding of and relationships with the children you are caring for
- Negotiating skills.
- Ability to work as a member of a team and with present management structure, assisting in the overall running of the home.
- Act as an advocate for the young People both written and verbally
- To demonstrate an awareness of the need for confidentiality and its implications
- Ability to manage physical and verbal aggression
- An understanding of Child Abuse /Child protection Issues
- To be able to provide for the physical and emotional wellbeing of the young people
- To be able to demonstrate motivation, enthusiasm and commitment to assist the young people to reach their potential.
- Acknowledge the importance of practicing self-care when working in potentially stressful situations
- Ability to reflect on how your own practice and resilience impacts on the team and the wellbeing of the young people
- Ability to work in an emotionally challenging environment
- 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
- Ability to work flexibly and autonomously and demonstrate confidence in your work role
- To be able to develop creative and effective activity sessions to promote relationship building.
- Resilience and the ability to cope with difficult situations

#### **Desirable**

- Evidence of working effectively as a member of a team.
- Level 3 Diploma for Residential Child Care of equivalent
- Ability to help young people to prepare for independence and moving on.
- Locally agreed relevant courses in Child Care Related subject and a knowledge of child development
- Previous experience of working with vulnerable young people or children with disabilities.
- Experience of moving and handling

- Experience of providing personal care
- Nationally recognised training in related fields of knowledge i.e. Psychology, Sociology etc
- Any relevant work in the caring professions.
- Ability to drive
- Knowledge of the Children Act 1989, Care Standards Act 2000
- Knowledge of current Children's Homes Regulations and quality Standards
- Good sense of fun

## **Part B**

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

- To be able to demonstrate an understanding of a child's needs and effects of the child's life experiences and family history on their emotional wellbeing and behaviours
- Ability to manage physical and verbal aggression using a trauma informed approach, being able to maintain connection with a child when in crisis and offer appropriate level of support.
- An understanding of Child Abuse /Child protection Issues
- To be able to provide for the physical and emotional wellbeing of the young people
- To be able to demonstrate motivation, enthusiasm and commitment to assist the young people to reach their potential.
- Acknowledge the importance of practicing self-care when working in potentially stressful situations
- To be able to develop creative and effective activity sessions to promote relationship building.
- Resilience and the ability to cope with difficult situations
- Ability to work with an emotionally challenging young people
- Ability to demonstrate an ability to maintain safe and appropriate boundaries
- Empathetic, caring manner and ability to build trusting relationships with young people.
- Ability to work with a multi-disciplinary team of professionals
- Willingness to engage in the process of supporting the young people by accessing regular supervision, consultations and formulation and planning for their needs

## **Additional Requirements**

- Occupational health clearance
- Ability to work flexibly and autonomously and demonstrate confidence in work role.
- Willing to work across the children's homes including our short break home.
- Ability to work anti-social hours and shift work.
- No adverse criminal record, DBS required.
- Must be committed to equal opportunities.