

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

- Good recording skills
- Effective oral and written communication skills
- Ability to deal effectively with difficult and abusive behaviour
- Knowledge of the needs of troubled children
- Negotiating skills
- Evidence of working as a member of a team to achieve service outcomes
- An awareness of confidentiality and its implications
- Previous experience of working with vulnerable young people
- Empathetic caring manner and ability to build trusting relationships with young people

Desirable

- Ability work with a heavy and varied workload
- Can demonstrate an understanding of child's needs and effects of child's and family's history
- To provide basics for physical and emotional wellbeing of young people
- Ability to work flexibly and autonomously and demonstrate confidence in work role
- NVQ Level 3 in Child Care, or demonstrate the ability and motivation to work towards gaining this qualification
- 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
- Ability to work with minimum supervision
- Knowledge of the Children Act 1989, Care Standards Act 2000, Every Child Matters 2003
- Recognition of need to maintain confidential records
- Ability to maintain monetary records and act and promote responsibility for safeguarding personal possessions
- Ability to manage cases

- Awareness of the development needs of young people
- Awareness of substance abuse
- Ability to work with a multi-disciplinary team of professionals
- Understanding of child abuse/child protection issues

- Reliable and self-reliant, but will seek guidance appropriately
- Willingness to undertake further training as required, with a positive approach to self-development
- Knowledge and understanding of the Council's Equality Policy, applying this in the workplace and the effect on delivery of services to customers

Additional Requirements

- Enhanced DBS Disclosure Certificate – Regulated Activity
- Suitability to work with client group
- Flexible approach to work, location, duties and hours – with the ability to work anti-social hours and shift work