

Senior Residential Childcare Worker

Person Specification

We will use these criteria to assess your suitability for the job.

Essential

1. Relevant qualification that relates to work with children equivalent to Diploma Level 3 (or above) in, e.g. childcare, youth work.
2. Work experience in a residential setting for a minimum of 2 years with a knowledge of Children's homes regulations 2015 including the application of childcare processes and systems.
3. Understanding of child development needs, e.g. the physical, emotional, intellectual, social and educational needs of young people.
4. Experience of working within a team setting and able to demonstrate strong leadership skills, successfully influencing and motivating others.
5. Experience of working with challenging behaviour in a professional setting, displaying emotional resilience and supporting staff to be resilient.
6. Able to demonstrate leadership and management
7. Significant experience of working with young people/adults either in a voluntary or professional capacity.
8. Commitment to supporting young people to have their voices heard.
9. Good oral and written communication skills and able to work well under pressure.

10. Proven interpersonal skills, and able to build relationships with young people and family members and successfully engage with young people and staff of all levels.
11. Proven work experience of dealing with sensitive and stressful situations.
12. Ability to take initiative and identify and implement innovative solutions to problems
13. Able to work with and maintain financial records and seek value for money.
14. Commitment to continuous professional development.

Desirable

1. Level 5 or above care qualification
2. Dip.SW/Degree in Social Care/CQSS
3. Diploma Level 3 or 5 in management or equivalent.
4. Experience of co-ordinating and organising staff resources alongside delegation of tasks.
5. Supervision or management experience of others
6. Experience in application of human resource practices
7. Knowledge of Social care services provided to children and their families.

Additional Requirements

1. Ability to work flexible hours, including sleep-in duties, evenings and weekends as per the needs of the service.

2. To be able to manage physically challenging behaviour and complete relevant positive behaviour support and physical intervention training.

Our Values

Do you share our values of **proud, fair, and ambitious**?