



## Person Specification

### Note To Applicants

The points that are marked 'E' are the essential requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

<b>Job Title</b>	Residential Care Worker
<b>Grade</b>	6
<b>Directorate</b>	People
<b>Service</b>	Children in Care and Care Leavers

### Criteria

<b>Experience</b>		
Experience of working with children and young people in a social care setting.	A/I	E
Understanding of young people's needs and behaviours and evidence of having effectively contributed to responding to those needs to enable them to reach full potential.	A/I	E
Evidence of ability to contribute effectively to a team providing high quality care in a safe and stable setting	A/I	E
Experience of working in a setting where a calm manner and reflective attitude is needed.	A/I	E

<b>Skills and Abilities</b>		
Demonstrates a flexibility of approach	A/I	E
Proven interpersonal skills to be able to represent the interests of the home in a positive way	A/I	E

Accepts responsibility and accountability for own work, understands the limits of his/her role. Is able to complete work by set deadline, seeks and uses professional support constructively.	A/I	E
Evidence of effective ability to plan, prioritise and take responsibility for own workload.	A/I	E
Demonstrates a thorough understanding of the significance of safeguarding children and young people and works with colleagues to interpret this accurately for all individual young people whatever their life circumstances.	A/I	E
Has a profound commitment to ensuring that the residential environment is as safe as it can be; is clear about any practices which are risky for the young person and takes appropriate action to intervene	A/I	E
Demonstrate effective skills in working with children and/or young people and managing staff.	A/I	E
Evidence of good communication skills, both written and verbal which enable effective communication with a range of people.	A/I	E
Can evidence good organisational and record keeping skills which enable the completion of clear, concise care plans, risk assessments and reports as required under the direction of the Registered Manager by a set time scale.	A/I	E

<b>Education, Qualifications and Knowledge</b>		
NVQ level 3 in care of children & young people or a diploma in social care or a willingness to complete NVQ 3 within 12 months of employment. E (A/I)	C	E
Proven literacy skills in order to complete good quality and effective computerised care plans, reports for young people placed in home and to oversee the work of residential staff	A	E
Experience of working in a setting where a calm manner and reflective attitude is needed.	A/I	D

<b>Other Requirements</b>		
Ability to Drive	A/I	E
The willingness to work on a rota basis with a flexible approach including unsociable hours, weekends, bank holidays and any extra hours to meet the needs of the service in line with working time directive.	A/I	E
Must be willing to sleep in on a rota basis.	A/I	E

**Commitment To Equal Opportunities**

Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.

A/I

E

**Commitment To Service Delivery / Customer Care**

Committed to providing an excellent customer experience and embedding customer focus in all aspects of service delivery.

A/I

E

**Climate and Sustainability**

Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.

A/I

E

**Methods of Assessment Key**

A Application Form

I Interview

C Certificate

T Test

P Presentation

AC Assessment Centre

**Review Arrangements**

The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently, the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.

**Prepared / Revised By**

Russell Kelly

**Role**

Service Manager

**Date**

13/11/2025

