

PERSON SPECIFICATION

POST TITLE: SENIOR RESIDENTIAL CARE WORKER

The Smith Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

ATTRIBUTE	ESSENTIAL	DESIRABLE	ASSESSED
Experience	<ul style="list-style-type: none"> At least 22 years old At least 2 years' experience of working with young people and children in a similar setting Evidence of supervising/managing a team working under regulated system – (previous Ofsted experience) 	<ul style="list-style-type: none"> Experience of working with children in a senior role Experience of leading and managing a multi-disciplinary staff team in other complimentary area – Ofsted-NHS etc. 	Application form, references, interview
Education/qualifications/training	<ul style="list-style-type: none"> NVQ Level 3 in Child Care or equivalent – ideally NVQ level 4 in Care Grade C or above, or equivalent level 4-9 in English and Maths Ability to evidence safeguarding knowledge and related training Training in therapeutic care (PACE - Dan Hodges etc.) 	<ul style="list-style-type: none"> Specialist training or education in a related area-counselling qualification Other complimentary qualifications – Graduate degrees in psychology/youth studies/social work y- A level – NVQ4 in Applied Youth Studies etc. 	Application form, certificates and proof of training, interview
Special sector Knowledge	<ul style="list-style-type: none"> Knowledge of current legislation and concerns within social care- able to talk through issues known in the sector (eg safeguarding- staying put till 21 for foster care and not residential-after care services- 16 plus accommodation-care review etc.) Knowledge of alternative models of provision-specialist services Knowledge of contextual safeguarding – wider community plus individual 	<ul style="list-style-type: none"> Extensive knowledge of social care and therapeutic practices 	Application form, interview

<p>Skills</p>	<ul style="list-style-type: none"> • Ability to produce high quality written reports showing analysis • Ability to make verbal contributions to Reviews and Case Conferences • Ability to form positive working relationships with parents and outside agencies • Ability to lead a team • Good communication skills • High level of resilience • Ability to build positive relationships with children and young people • Ability to always maintain professional standards • Resilience, understanding, objectivity a commitment to quality • Ability to risk assess, organise, and lead recreational activities 	<ul style="list-style-type: none"> • Ability to organise and lead initiatives • Time management and organisational skills • Experience of leading staff supervision and development • Sense of humour 	<p>Application form, reference, interview</p>
<p>Working Arrangement/ Physical Requirements</p>	<ul style="list-style-type: none"> • Clean full UK driving licence and willingness to drive with young passengers • Ability to cope with flexible working hours • To be available for sleep-in duties when required • To be emotionally resilient • Good level of fitness particularly regarding positive management of behaviour through Team Teach and hands on interventions 		<p>Application form, interview</p>
<p>Personal qualities</p>	<ul style="list-style-type: none"> • Integrity • Determination to succeed • Ability to adapt to and promote change • Reliability • Common sense approach to a crisis • Loyal and dynamic personality • Consideration for others 		<p>Application form, references, interview</p>