

## Job Description & Person Specification

<b>Job title:</b>	<b>Residential Care Worker</b>
<b>Responsible to:</b>	<b>Assistant House Managers/House Managers</b>
<b>Contract Type:</b>	<b>Permanent</b>
<b>Position Type:</b>	<b>Full Time</b>
<b>Salary Scale:</b>	<b>£28,193.11 - £34,570.82</b>
<b>Hours of Work:</b>	<b>37.5</b>
<b>Pattern of Work:</b>	<b>3 week rotational shift pattern including early and late shifts</b>

### **Purpose:**

The Residential Care Worker will promote and uphold the vision and values of the Good Shepherd Centre as a place of care, safety and learning. Our purpose is to provide a positive, life changing experience for young people through individual care, education and skills development focused on promoting young people's mental and emotional wellbeing and longer-term positive outcomes.

Through ensuring that the work is in keeping with legislative, procedural and good practice requirements and guidance, the overall focus of the role is to build trusting relationships with young people within a nurturing, stimulating and safe environment. You will work as part of a team to support young people to meet their needs, achieve their goals and build hope for their future.

### **Main Duties**

1. Promote the wellbeing and safety of children and young people at all times.
2. Support children and young people to develop and maintain supportive relationships.
3. Contribute to the assessment of children and young people's strengths, needs, goals and risks.
4. Contribute to the development of care plans with and for individual young people.
  - (i) Support the social, emotional and identity development of children and young people.
  - (ii) Work with children and young people to promote their own physical and mental health needs and administering medication where appropriate in line with policy and procedures.
  - (iii) Support the needs of children and young people with additional requirements.
  - (iv) Preparation of reports and maintaining records, including financial, in accordance with relevant standards and legislation.
  - (v) effective and supportive communication
5. Work effectively as part of a team supervising, monitoring and supporting young people to reach their full potential.

6. Promote, monitor and maintain health, safety and security in the working environment.
7. Reflect on and develop your practice.
8. Work with children and young people to prepare them for adulthood, citizenship and independence.
9. Prepare, implement and evaluate individual and group activities with and for young people to meet their needs.
10. The job holder may be asked to work nightshifts dependent on operational requirements as required by SMT.

**Person Specification**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• You must possess, be working towards or willing to complete equivalent qualifications recognised by the Scottish Social Services Council. This would be a minimum of a Higher National Certificate (in Social Services) and the Scottish Vocational Qualification at Level 3 or above in Social Services (Children and Young People).</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with children and/or young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in social care</li> <li>• Experience in Residential Child Care or Secure Care setting</li> </ul>
<b>Professional Registration</b>	<ul style="list-style-type: none"> <li>• To maintain registration within employment/to register with the Scottish Social Services Council (SSSC) under the 'Residential Child Care Workers' category within the first six months of employment. This is a legal requirement within the Care sector for individuals to be registered under the correct category within the six month timescale of the commencement of employment.</li> </ul>	
<b>Professional Qualities</b>	<ul style="list-style-type: none"> <li>• Viewing the Safety and wellbeing of young people as paramount;</li> <li>• Giving commitment and support to the work of the team;</li> </ul>	

	<ul style="list-style-type: none"> <li>• Appreciating the significance of caring within a safe environment and interpreting this accurately for individual young people and others;</li> <li>• Maintaining a high standard of service delivery and consistency of approach in work practice.</li> </ul>	
<p><b>Personal Qualities</b></p>	<p><b>Essential</b></p>	<p><b>Desirable</b></p>
	<ul style="list-style-type: none"> <li>• Emotionally self-aware, level headed and aware of the range of emotions in others;</li> <li>• Able to listen sympathetically and respond to concerns, motives and feelings of others effectively;</li> <li>• Aware of the importance of being a good role model for our young people;</li> </ul>	<ul style="list-style-type: none"> <li>• Creative when undertaking activities with and for young people;</li> <li>• Able to motivate and encourage young people and develop hope for the future;</li> <li>• Be able to take responsibility for your own actions and effectively use your own initiative;</li> <li>• Calm, flexible and imaginative in dealing with challenging situations, this may include medical emergencies;</li> <li>• Resilient</li> </ul>