

Job Description and Person Specification

Job title: Senior Night Residential Care Worker
Responsible to: Nightshift Co-ordinator

Purpose:

The **Senior Night Residential Care Worker** is a key position, occupying a role critical to the overall welfare of young people in the Good Shepherd Centre. You 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 focussed 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. The Senior Night Residential Care Worker will undertake all of the responsibilities as prescribed within the job description of the nightcare residential care worker.
2. Promote the wellbeing and safety of the young people at all times.
3. Support children and young people to develop and maintain supportive relationships.
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. **Providing cover for the Night Shift Coordinator when required, to manage the care and support to young people in a safe, secure and positive environment; ensure that the work is in keeping with legislative, organisational and procedural requirements, and current good practice and guidance.**

7. **As Senior Night Residential Care Worker covering the Night Shift Coordinator you will manage a team of night care staff who will provide a key monitoring role in relation to the care and support of young people. You will also manage the service of the GSC at nights, undertaking the lead role in liaison with the on-call manager, SMT and external agencies, as appropriate.**
8. Promote, monitor and maintain health, safety and security in the working environment.
9. Reflect on and develop your practice.
10. Work with young people to prepare them for adulthood, citizenship and independence.
11. Support colleagues where required in the preparing, implementing and evaluating individual and group activities with and for young people to meet their needs.
12. The job holder may be asked to work dayshifts dependent on operational requirements as required by SMT.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • You must possess, 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). 	
Experience	<ul style="list-style-type: none"> • Experience in Residential Child Care or Secure Care 	<ul style="list-style-type: none"> • Experience in social care
Professional Registration	<ul style="list-style-type: none"> • 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. 	
Professional Qualities	<ul style="list-style-type: none"> • Viewing the Safety and wellbeing of young people as paramount; 	<ul style="list-style-type: none"> • Recognising own areas of responsibility and accountability;

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

The postholder may also be required to undertake other related duties as directed by the Nightshift Coordinator & SMT.