**Job Description and Person Specification**

**Job title: Senior Residential Care Worker**

**Responsible to: House Manager**

**Job Description:**

**Purpose:**

The Senior Residential Care Worker is a key position, occupying a role critical to the overall welfare of young people in the residential setting. 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 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. The Senior Residential Care Worker will undertake all of the responsibilites as prescribed within the job description of the RCW.
2. Promote the wellbeing and protection of children and young people.
3. To assist in the case team management.
4. As required assist & monitor the use of financial resources.
5. Mentor the development of individuals / teams to enhance performance.
6. To be involved in the monitoring of systems of the House.
7. Ensure the care environment effectively meets the physical, social, emotional needs of the young people.
8. The job holder may be asked to work nightshifts dependent on operational requirements as required by SMT.

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** |  | * You must possess or be working towards the Higher National Certificate in Social Care and/or the Scottish Vocational Qualification in Care at Level 3 (or Caring for Children and Young People), or equivalent qualifications recognised by the Scottish Social Services Council.
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| **Experience** | * Experience of working with young people in social care, preferably in Residential Child Care
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| **Professional Registration** | * 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.
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| **Professional Qualities** | * You will possess capabilities in relation to viewing the safety and welfare of young people as paramount;
* Giving commitment and support to the work of the team;
* Making effective efforts to develop the skills and competences of others;
* Appreciating the significance of safe care and interpreting this accurately for individual service users and others;
* Recognising own areas of responsibility and accountability; and always maintaining a high standard of service delivery and consistency of approach in work practice.
* The ability to develop good relationships with young people, parents and colleagues
* The ability to motivate and provide encouragement for young people to provide hope for their future
* The ability to work well as part of a team & also to use own initiative
* You must have excellent written/verbal communication & interpersonal skills necessary for developing and maintaining positive relationships in a challenging environment.
 | * Awareness of the importance of being a good role model for our young people
* An understanding of the needs of different young people
* Good time management and organisational skills
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| **Personal Qualities** | * You will be flexible and imaginative in dealing with challenging situations;
* Be able to listen sympathetically, correctly responding to concerns, motives and feelings of others;
* Have an open mindedness and flexibility in dealing with situations;
* Be aware of the range of emotions in self and others;
* Be able to take responsibility for your own actions and effectively use your own initiative.
* A caring & approachable personality
 | * Competence, dedication, passion & sense of humour
* You must be interested in learning and demonstrate a willingness to be flexible and creative
* Patience, respect and empathy
* Good listener and attentiveness
* A non-judgemental attitude and open-mindedness.
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