



**Aberdeen City
Health & Social Care Partnership**
Job Profile

Support Worker (G9)



Aberdeen City Health & Social Care Partnership
A caring partnership



About the Role

Throughout Aberdeen city you will provide a high standard of person centred care and support for service users in a range of accommodation settings, including their own homes. You will work as part of a team to support carers and to enable service users to maintain and develop their potential and contribute to their social, physical and mental wellbeing.

Job Title	Support Worker
Pay Grade	9
Job Family	Social & Community Services
Service Area/Team	BAC - ACHSCP
Location	City Wide



Key Outcomes and Task Examples

The post holder will deliver the following outcomes:	Examples of related tasks:
Support Individuals	Support individuals and their carers to achieve outcomes outlined in personal support plans, through their intervention, ensuring personal, physical, social and emotional care needs identified in the care plan are being met.
Support Independence	Maintain and maximise independent living skills of service users.
Maintain hygiene standards	Carry out any domestic duties as required to maintain a safe and clean environment.
Be proactive with training and development	Have a proactive approach to continuous professional development and participate in individual, team and service development.
Maintain compliance	Carry out duties in accordance with relevant legislation, policies and procedures and national care standards and SSSC codes of practice.

Role Requirements

This section includes what the post holder needs to carry out the role or, for recruitment purposes, enables applicants to decide whether they meet these requirements.

Minimum Qualification(s) / Certificates / Memberships etc. required	• Qualification required by SSSC • Protection of Vulnerable Groups Scheme Record (PVG) or willing to become a scheme member • To have registered or undertaken registration with the SSSC where applicable • Full current UK Driving Licence (Responder service and some Care at Home posts only)
As a minimum, demonstrate skills and experience in	• The ability to provide personal care to a range of people with support needs • The ability to promote dignity, respect, choice and independent living and work in an anti-discriminatory way • The ability to communicate effectively and work in partnership with service users, staff, carers, families and internal/external professionals to achieve improved outcomes for service users • An ability to work as part of a team and provide guidance and support to other members of staff • The ability to work proactively and with limited direct supervision, while at the same time recognising when matters need to be referred to a more senior manager • The ability to work accurately with detailed information specifically around the management and administration of service users' medication • The ability to maintain and develop clear and accurate records including risk assessments and care plans • The ability to meet deadlines • Basic IT skills including the use of smart phones and Ipad's • The ability to move and handle both people and objects in a safe manner
As a minimum, demonstrate an understanding of	• The Health and Care Sector and the principals of providing care and support • Adult Support and Protection legislation • Health and safety in the workplace assessments, reviews and support planning
Demonstrate commitment to the following	• Passion for delivering and a commitment to embedding excellent person-centered care and support • A caring and professional approach to work with a willingness to commit to your own professional development and the professional development of others • A proactive solution focused approach to problem solving with a flexible approach to emerging or changing circumstances. • Completion of Aberdeen City Council mandatory training courses and role specific training
Other requirements	• Work to a shift pattern as required including evening, nights and weekend working • Work at alternative locations as required • Adhere to SSSC codes of practice and relevant Legislation • Lone work The post holder must have undertaken or be committed to undertaking the following mandatory training within a specified period: • BAC Induction incorporating appropriate adult protection, people and object handling, customer care, food hygiene, infection control • Safe and legal training to Level 1 and Level 2 Role Specific • Effective recording and reporting

This job profile provides indicative information about outcomes, tasks and activities that may be undertaken as part of this role. It is not intended to be an exhaustive list due to the need for agility and flexibility in our workforce and to be responsive to change and meet business needs.

	• Effective communication • Training and other development needs as appropriate
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Core Behaviours - Aberdeen City Health and Social Care Partnership	
The post holder needs to demonstrate the following behaviours:	
Creativity and innovation	Finding different ways of thinking and doing
Motivating and Inspiring others	Supporting others to be the best they can be
Empowering Others	Enabling people to develop and use their leadership capacity
Self-Leadership	Recognising, exercising and improving your own leadership
Vision	Positive plans for the way ahead
Collaborating and influencing	Leading in partnership and taking others with you

Job Profile Version Date	June 2026	Job Evaluation Number	Transferred from BAC version
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