Role Profile

Post Title:	**Residential Worker**
Grade:	**6**
Date Created:	**1st May 2015**

ROLE DEFINITION

To be responsible for the delivery of care to young people.

KEY TASKS AND RESPONSIBILITIES

Corporate Responsibilities

- Undertake individual role in line with the Council's Strategic Priorities and in compliance with the Council's corporate policies and procedures.
- Undertake any other reasonably required duties as instructed by Management or someone acting on their behalf, in addition to the role specific tasks & responsibilities detailed below.

Role Specific Tasks & Responsibilities

- Participate in team efforts to create the appropriate ambience and regime for the care of the resident group in accordance with the stated function, aims and objectives of the unit and in accordance with the Scottish Social Services Council Codes of Practice.
- Work under supervision to produce care plans for particular children and young people, to be instrumental in their delivery and to assist the Unit Manager in monitoring their effectiveness.
- Assist residents and their parents/carers in decision-making processes as appropriate.
- Support children and young people in developing their identity and personal relationships.
- Support children and young people when they are distressed and those with difficult or potentially difficult relationships.
- Contribute to the protection of all individuals from abusive behaviour in all its forms.
- Promote communication with children and young people where there are communication difficulties.
- Obtain, transmit and store information relating to the delivery of care services.

- Undertake such training as is deemed necessary to discharging the responsibilities of the post to contribute to the training and development of colleagues and students on placements.
- ***For night shift roles only*** – this is a wakened night shift post.

ESSENTIAL / DESIRABLE CRITERIA

	Essential	Desirable	Evidence
Education and Qualifications	• HNC Social Care, or equivalent qualification recognised by the SSSC	• HNC Social Care and SVQ Level 3 in Health and Social Care (Caring for Children and Young People), or equivalent qualification recognised by the SSSC • Degree in Social Work, or equivalent qualification recognised by the SSSC	• Application Form • Interview
Experience	• Work or life experience that has included interaction and engagement with young people in a focused and task centred manner	• Working in a residential child-care setting	• Application Form • References • Interview
Specialist Knowledge	• Knowledge and understanding of young people's needs • Knowledge and understanding of Child development	• Hobbies and interest which would benefit children and young people	• Application Form • Interview • Pre/Post-Interview Check (if appropriate)
Skills and Abilities	• Work as part of a team • Written and verbal communication skills	•	• Application Form • References • Interview

	• Capacity to undertake training and self-development programmes • Relate to young people, their parents and other adults • Use own initiative and work creatively		
Other	• Required to undertake CALM training • Work shifts and weekends and to be flexible to meet the exigencies of the service • Required to join the PVG scheme for this type of regulated work • Registered, or in the process of registering with the SSSC	•	• Application Form • Interview • Pre/Post-Interview Check (if appropriate)

Please be aware that the successful candidate must be able to travel throughout North Ayrshire (own car/public transport/pool cars etc) for work purposes, meetings, training courses etc.

OUR STAFF VALUES & BEHAVIOURS

Value	Behaviours
Focus we put our customers first we understand the bigger picture	• Provide excellent customer services • Meet and, where possible, exceed the expectations of internal and external customers • Understand the performance levels and standards required within our own role and strive to achieve and, where possible, exceed these • Know how the work we do fits into the overall performance of the Council
Passion we take pride in the jobs we do we are ambitious for our community	• Take ownership of our own actions and performance • Reflect on the work we do and consider how it could be improved • Have a positive impact on the lives of our customers and their communities • Push the boundaries to help our customers and communities realise their potential
Inspiration we all look for better ways to deliver our services we achieve the best results by working together	• Find new ways to deliver improvements, efficiencies and value for money • Embrace change with enthusiasm and creative ideas • Work together and creatively produce the best outcomes for our customers and communities • Plan all activities with the end goal in mind