Aberdeenshire COUNCIL

Job Profile

April 2026

1. JOB IDENTITY

Post Title:	Social Care Officer	**Service:**	Education & Children's Services
Section:	Social Work	**Grade:**	Care Worker H
Reports to:	Team Manager (OIC)		

2. JOB PURPOSE

Provision of quality physical and emotional care to children and young people in residential homes. To work within The Promise, ensuring practice is grounded in love, relationships compassion, rights-based care, and healing environments.

There is a responsibility for the post holder to demonstrate a commitment to quality service delivery through continuous improvement for the benefit of the Service and the organisation

3. CORE RESPONSIBILITIES / DUTIES

- Participate in a team approach to meeting the needs of residents, including collaborating with other staff in the provision of care and participating in meetings, case conferences and reviews
- Implement individual care plans for specific young people in co-operation with their family and other professionals.
- Promote feelings of responsibility, security and worth in young people and supporting them to understand their behaviour
- Participation with young people in their hobbies, interests and activities as well as supporting with daily tasks such as shopping and meal preparation.
- Involvement with families, relatives and other interested parties of young people in care.
- Write reports and collaborate on assessments for reviews and Children's Hearings and maintaining case records
- Observe and assess the behaviour of children and young people
- Maintain residents case records

Agreed

4. QUALIFICATIONS AND TRAINING

Essential:

- HNC in Child Care
- SVQ Level 3 in Child Care or willing to commit to training in order to meet SSSC registration requirements. This must be attained within 3 years.
- Registered or in the process of registering with SSSC
- Child Care knowledge, theory and skills
- Full Valid Driving Licence

Desirable:

- Child Protection Training

5. EXPERIENCE

Essential:

- Experience in group care
- Experience in child care
- Experience in inter disciplinary work

Desirable:

- Experience of organisational change

6. KNOWLEDGE AND SKILLS

Essential:

- Good working knowledge of child development
- Good working knowledge of attachment theory
- Ability to work purposefully under pressure
- Clear verbal and written communication skills
- Ability to work as part of a team
- Ability to travel within Aberdeenshire
- Tolerance
- Resilience
- Commitment to non-discriminatory practice

Desirable:

- Knowledge of group and family processes and dynamics
- Knowledge of childcare legislation
- Knowledge of Child Protection policy and practice
- Knowledge of life space intervention theory and practice

Agreed

7. ADDITIONAL REQUIREMENTS	
Driving Compliance	**Authorised Car User** It is a material condition of employment for this post that the employee holds a current full driving licence and has a car available, whenever required, in order to undertake the full range of duties of the post. As such, the post is designated as an authorised car user and will be entitled to receive mileage payments. The employee will also be required to produce their licence, on request, at periodic intervals. Should the employee's driving licence be withdrawn, for whatever reason, it may be necessary to terminate the employee's appointment.
Politically Restricted	Not applicable to this post.

Agreed