

Person Specification – Residential Worker, Sycamore Services

Essential	Desirable	Means of Assessment
QUALIFICATIONS		
Must be working towards or be willing to work towards: a relevant professional qualification at SCQF level 7 or above (SVQ3 Care plus an HNC)	A relevant professional qualification at SCQF level 7 or above (SVQ3 Care plus an HNC)	Application/interview
EXPERIENCE		
Demonstrate some experience of working with young people in a community or residential setting.		Interview/test
EXPERIENCE		
Demonstrate an understanding and application of knowledge connected to working with children and young people.		Interview/test
SKILLS		
Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications		Interview/test
Demonstrate good Communication skills- verbal and written		Interview/test
Demonstrate self-motivation		Interview
Demonstrate an ability to: • Work in a therapeutic way with children and young people and use contemporary theory to inform their practice; • Develop and maintain appropriate relationships with children and young people colleagues and other agencies; • Put learning and		Interview/test

development into practice and work in a solution focused, person centred way; Recognise and respond to the effects of abuse, deprivation, trauma and the environment on children and young people's functioning		
Demonstrate ability to work within established systems of work using approved approaches to help children and young people to manage their behaviour positively, e.g. CALM;		Interview/test
Demonstrate the ability to initiate, engage in, and promote meaningful activities for children and young people;		Interview/test
Demonstrate ability to engage in reflective practice		Interview/test
Deliver services in a way which enables and empowers the young people		Interview/test
Demonstrate ability to carry out needs assessments;		Interview/test
Work autonomously and as part of a team;		Interview
Use initiative and make judgments drawing from skills, knowledge, experience, learning and development.		Interview
	Hold a UK driving licence, and have at least 6 months recent driving experience (12 months required to drive company vehicles)	Application form/interview