

### **Job Description and Person Specification Profile**

<b>Job Title</b>	Senior Residential Childcare Worker
<b>Job ID</b>	D38
<b>Service</b>	Children's Services
<b>Grade</b>	G
<b>Reporting to</b>	Registered Manager

#### **The Role**

**Post Objective(s):** To maintain a high standard of childcare in a stable relaxed environment under the direction of the Manager.

#### **Main Duties and Responsibilities**

1. To provide a safe, secure and accepting environment for children in the care of local authority appropriate to their age, understanding and identified needs.
2. To participate in the assessment of each child's needs, and to act as Link Worker in the planning of individual childcare.
3. To ensure that all children are encouraged to reach towards full potential.
4. To receive children admitted into care in a sensitive, caring manner.
5. To maintain and support each child's meaningful relationships and links outside the home.
6. To undertake direct work with the parents and families of children admitted to the care of the local authority.
7. To ensure that wishes and feelings of the children are taken into account in all matters and decisions relating to their daily care appropriate to their age and understanding.
8. To respect and promote the needs of each child arising from they're racial cultural and religious backgrounds.
9. To maintain appropriate records on each child and be responsible for the presentation of written material to reviews and case conferences in respect of their link child.
10. To act as senior member of staff in the absence of the House Manager, and make appropriate decisions regarding house management in the absence of the manager.

11. To undertake such other duties as is commensurate with the grade and responsibilities of this post.

## About You

### Personal requirements of a successful postholder Category

<b>1</b>	<b>Educational Standard/Qualifications/Membership of Professional Institutions (indicate grade)</b>	
	CSS or CQSW or Dip.SW, ICSC or similar	D
	*NVQ Level 3 - Caring for Children and Young People or equivalent	E

**\*This post is subject to the requirements of Care Standards Act 2000. All residential child-care staff to have achieved/working towards obtaining NVQ Level 3 in Caring for Children and Young People. Following achievement of the award, staff will then be included on the general Social Care Council G.S.C.C. Professionals Register.**

<b>2.</b>	<b>Specialised Training</b>	
	Any relevant training courses relating to child-care practice	E
	First Aid	D
	Child Protection Procedures	E
	Relationship & Sexuality Issues	E
	Child Development	E
	Challenging Behaviour	E

<b>3.</b>	<b>Experience</b>	
	To be able to work in a residential care setting	E
	Previous experience of caring for children & Young People	E

<b>4.</b>	<b>Key Skills</b>	
	Counselling	D
	Management of young people	E
	Report writing	E
	Problem solving	E
	Communication skills	E
	Ability to fulfil all spoken aspects of the role with confidence through the medium of English	E

<b>5.</b>	<b>Key Knowledge</b>	
	Human growth and development	E
	Adolescent behavioural management	E
	First Aid	D

<b>6.</b>	<b>Key Aptitudes and Personal Qualities</b>	
	Warm friendly, accepting, patient	E
	Ability to set meaningful boundaries for children/young people	E
	Team player	E
	Ability to motivate children and young people	E

Able to represent the department	E
Any interest in outdoor activities	E
Ability to recognise and manage own stress levels	E

**For Information:**

**Category**

- (E) Essential Requirement without which the candidate would be unable to carry out the duties of the post.
- (D) Desirable Features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience, etc.

Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.

**What can you expect from us?**

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

**Working together, we are proud to work for Tameside**

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:

