

Residential Childcare Worker Person Specification



	ESSENTIAL ATTRIBUTES	DESIRABLE ATTRIBUTES
QUALIFICATIONS	<ul style="list-style-type: none"> Be willing and able to study for a relevant qualification in social work/social care 	<ul style="list-style-type: none"> A relevant qualification in social work/social care, e.g., SVQ III, H.N.C, DipSW.
KNOWLEDGE	<ul style="list-style-type: none"> Knowledge of the basic needs of children and young people. 	<ul style="list-style-type: none"> A sound knowledge of human growth and development and the affects of trauma, abuse and deprivation. Knowledge of the social work system in Scotland. Knowledge of a wide range of health, education, social work and voluntary services for children and young people and the ability to use them appropriately.
EXPERIENCE	<ul style="list-style-type: none"> Previous experience of working with children or young people 	<ul style="list-style-type: none"> Previous experience of working with children and young people with emotional & behavioural difficulties
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> An ability to interpret and respond appropriately to a range of emotions and behaviours. An ability to adapt and respond positively to changing patterns and work situations. High level of emotional awareness in both self and others. Able to use initiative and act in a confident, self-directed and resourceful way to identify and resolve difficulties. 	<ul style="list-style-type: none"> Seeks appropriate assistance when limits of own capabilities are reached. Confronts difficult issues or setbacks straightforwardly and honestly.
PROFESSIONAL ORIENTATION	<ul style="list-style-type: none"> Views the needs and welfare of service users as paramount. Committed to the principle of personal development for both service users and staff. Able to contribute to safe caring by promoting a culture of openness. 	<ul style="list-style-type: none"> Has a good understanding of the social work task and of their and the services role within that context. Recognises the importance of team working and participates effectively and constructively in its functioning.
SKILLS	<ul style="list-style-type: none"> The ability to communicate effectively with children and young people, families, colleagues and external agencies. Effective and efficient recording skills. 	<ul style="list-style-type: none"> Skills in assessment, planning, recording, and decision-making.
OTHER	<ul style="list-style-type: none"> Hold a full, current, driving license. 	<ul style="list-style-type: none"> I.T. Skills.

The successful applicant must be committed to upholding and protecting children's rights, and working co-operatively to create a very high standard of care for the children and young people who receive services from CareVisions.