

JOB SPECIFICATION - CAREWORKER

ATTRIBUTES	ESSENTIAL QUALITIES	DESIRABLE QUALITIES	METHOD OF ASSESSMENT
EXPERIENCE	Experience of providing care, support and guidance to vulnerable young people with complex needs Good understanding of the child care field and working within a multi-disciplinary team	Knowledge and experience of working within a residential setting Knowledge and understanding of working with young people with emotional, social and behavioural difficulties	Application Form Interview References
EDUCATION QUALIFICATIONS AND TRAINING	SVQ 111 and/or HNC	Relevant training related to the child care field in relation to child protection, child development etc relevant training in relation young people with complex needs-ADHD, autism	Application Form Production of Certificates
SKILLS, ABILITIES AND KNOWLEDGE	Ability to work within the Aims and Objectives of the Organisation and develop a working knowledge of policies and procedures. Good understanding of the child care field and working within a multi-disciplinary team Flexibility and good time management skills Ability to communicate with young people and gain insight into their difficulties. Understanding of how values underpin practice. Awareness of young people's rights and ability to uphold these. Ability to undertake care planning tasks and write quality reports Child centred approach to child care	Knowledge and understanding of working with vulnerable young people Ability to work in a therapeutic way and encourage and support young people to reach their potential Current driving license Ability to work without direction on occasions and meet deadlines Ability to adapt to a variety of situations and approach changes in the organisation and role with a positive and constructive attitude Ability to contribute to the development of the Service.	References Written and Group Exercises Interview
INTERPERSONAL AND SOCIAL SKILLS	Ability to work on own initiative and demonstrate confidence and assurance in communication with others. Ability to work as an effective part of a multi-disciplinary team. Ability to build positive relationships with young people, understand their needs and advocate on their behalf	Ability to identify own training needs. Emotional awareness of self and others. Ability to maintain effective work performance Confidence and professional presentation in meetings, hearings etc	Interview Group and written exercises
HEALTH AND PHYSICAL ATTRIBUTES	Ability to undertake shift work. Ability to undertake physical interventions if appropriate.	Ability to recognise and manage own stress. Commitment to limiting sickness record.	Application Form Interview