

JOB SPECIFICATION - SENIOR CAREWORKER

ATTRIBUTES	ESSENTIAL QUALITIES	DESIRABLE QUALITIES	METHOD OF ASSESSMENT
EXPERIENCE	<p>Comprehensive knowledge of the child care field in relation to child protection, care planning, risk assessments, reviews, children's hearing system</p> <p>Relevant experience of working with young people who have complex needs</p> <p>Possess all the essential competencies/capabilities contained within attached sheet.</p>	<p>Leadership qualities and experience of making decisions at a higher level</p> <p>Understanding of organisational demands and ability to work as part of multi-disciplinary team</p>	<p>Application Form</p> <p>Interview</p>
EDUCATION QUALIFICATIONS AND TRAINING	<p>SVQ Level 111 and HNC qualifications</p> <p>SSSC registration</p>	<p>Additional relevant qualifications in the child care field (child protection, SVQ level 4, supervision training etc)</p>	<p>Production of Certificates</p> <p>Interview</p>
SKILLS, ABILITIES AND KNOWLEDGE	<p>Ability to develop a good understanding of the policies and procedures that operate within the organisation.</p> <p>Leadership qualities that support others and ensure that they practice in a safe and professional manner</p> <p>Ability to work in partnership with individuals and outside agencies in an effective and professional manner.</p> <p>Commitment to providing the highest standard of care and ability to reinforce this to others</p> <p>Clear understanding of National Care Standards and relevant legislation and guidance</p> <p>Good administration and care planning skills.</p>	<p>Knowledge of child care theories and understanding of disorders such as ADHD, Aspergers</p> <p>Ability to develop leadership skills and direct the work of others in an effective way</p> <p>Ability to make effective efforts to develop the skills and competencies of others</p> <p>Ability to develop skills in supervision of staff.</p>	<p>Interview</p> <p>Written Exercise</p> <p>Group exercise</p>
INTERPERSONAL AND SOCIAL SKILLS	<p>Ability to work on own initiative and demonstrate confidence and assurance in communication with others</p> <p>Flexible approach to work with effective time management skills</p> <p>Ability to make informed decisions and value the opinions of others.</p> <p>Effective team player, with ability to support and lead others</p>	<p>Ability to appreciate individuals strengths and limitations and support these</p> <p>Ability to get the best from people in a productive and professional manner.</p> <p>Ability to identify own training and developmental needs.</p> <p>Ability to contribute to the development of the Service.</p>	<p>Interview</p>
HEALTH AND PHYSICAL ATTRIBUTES	<p>Ability to undertake shift work.</p> <p>Ability to undertake physical interventions if appropriate.</p>	<p>Ability to recognise and manage own stress.</p>	<p>Interview</p>

