

**Person Specification –Residential Worker, Sycamore Services**

<b>Essential</b>	<b>Desirable</b>	<b>Means of Assessment</b>
<p>Must be working towards or be willing to work towards:</p> <p>a relevant professional qualification at SCQF level 7 or above (SVQ3 Care plus an HNC)</p>	<p>Must have a relevant professional qualification at SCQF level 7 or above (SVQ3 Care plus an HNC)</p>	<p>Interview</p>
<p>Demonstrate some experience of working with young people in a community or residential setting.</p>		<p>Interview/test</p>
<p>The post holder must be able to demonstrate an understanding and application of knowledge connected to working with children and young people.</p> <p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Child Protection</li> <li>• Anti-discriminatory practice</li> <li>• Effects of trauma displacement, deprivation and environment on young people</li> <li>• Child care law and child protection/vulnerable groups</li> <li>• Human and child development, attachment and resilience</li> <li>• Children’s and vulnerable groups’</li> </ul>		<p>Interview/test</p>

<p>rights and responsibilities</p> <ul style="list-style-type: none"> <li>• Social care theory for practice</li> <li>• Social policy and its application to social services provision</li> <li>• Professional Boundaries</li> <li>• Interagency procedures and practice</li> </ul>		
<p>Demonstrate IT skills including communications and office applications</p>		<p>Interview/test</p>
<p>Demonstrate good Communication skills-verbal and written</p>		<p>Interview/test</p>
<p>Demonstrate self motivation</p>		<p>Interview</p>
<p>Demonstrate an ability to:</p> <ul style="list-style-type: none"> <li>• Work in a therapeutic way with children and young people and use contemporary theory to inform their practice;</li> <li>• Develop and maintain appropriate relationships, with children and young people colleagues and other agencies;</li> </ul>		<p>Interview/test</p>

<ul style="list-style-type: none"> <li>• Put learning and development into practice and work in a solution focused, person centred way;</li> <li>• Recognise and respond to the effects of abuse, deprivation, trauma and the environment on children and young people's functioning</li> </ul>		
<p>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;</p>		<p>Interview/test</p>
<p>Demonstrate the ability to initiate, engage in, and promote meaningful activities for children and young people;</p>		<p>Interview/test</p>
<p>Demonstrate ability to engage in reflective practice</p>		<p>Interview/test</p>
<p>Deliver services in a way which enables and empowers the service user</p>		<p>Interview/test</p>
<p>Demonstrate ability to carry out needs assessments;</p>		<p>Interview/test</p>
<p>Work autonomously and</p>		<p>Interview</p>

as part of a team;		
Use initiative and make judgments drawing from skills, knowledge, experience, learning and development.		Interview
	Hold a UK licence, use of own vehicle and have at least 6 months recent driving experience (12 months required to drive company vehicles)	Application form/Interview