**RESIDENTIAL WORKER - PERSON SPECIFICATION**

The person specification describes the key qualifications, experiences, skills and abilities needed for the job. Some of these are described as essential and others as desirable.

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| **Essential** | **Desirable** |
| * HNC Social Services, SCQF level 7, or other qualification registerable with SSSC
* Experience working with young people
* Ability to work with people in a way that is consistent with social care values and the codes of practice

 * Written communication skills; the ability to interpret and record written information accurately, and to produce work related reports.
* Oral communication skills; the ability to communicate effectively with service users, carers, colleagues and other professionals.
* Ability to engage effectively with service users on a one to one and group basis.
* Ability to enable service users to articulate their needs and wishes, and to respond appropriately to these.
* Awareness of professional boundaries in the work role.
* Ability to begin, develop and end working relationships and to offer appropriate practical and emotional support.
* Ability to work effectively as a member of a team.
* Ability to deal effectively with conflict and stress, and respond sensitively to distress.
* Ability to support service users as they learn the skills they need to manage group living and independent living.
 | * SVQ Social Services (Children and Young People) – willing to work towards this. Relevant post qualifying experience.
* Specialist knowledge of residential child care and /or throughcare and aftercare.
* Familiarity with the structures, rhythms and routine of residential life.
* Groupwork skills.
* Experience of undertaking assessments with service users, and developing care plans based on assessments.
* Counselling skills.
* Experience of planning and organising social, education and leisure activities.
* Experience of key-working.
* IT skills

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