**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 |