

Person Specification – Residential Worker, Sycamore Services

Essential	Desirable	Means of Assessment
QUALIFICATIONS		
<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>A relevant professional qualification at SCQF level 7 or above (SVQ3 Care plus an HNC)</p>	<p>Application/interview</p>
EXPERIENCE		
<p>Demonstrate some experience of working with young people in a community or residential setting.</p>		<p>Interview/test</p>
EXPERIENCE		
<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>Interview/test</p>
SKILLS		
<p>Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording 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"> • Work in a therapeutic way with children and young people and use contemporary theory to inform their practice; • Develop and maintain appropriate relationships, with children and young people colleagues and other agencies; 		<p>Interview/test</p>

<ul style="list-style-type: none"> • Put learning and development into practice and work in a solution focused, person centred way; • Recognise and respond to the effects of abuse, deprivation, trauma and the environment on children and young people's functioning 		
<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>		Interview/test
<p>Demonstrate the ability to initiate, engage in, and promote meaningful activities for children and young people;</p>		Interview/test
<p>Demonstrate ability to engage in reflective practice</p>		Interview/test
<p>Deliver services in a way which enables and empowers the service user</p>		Interview/test
<p>Demonstrate ability to carry out needs assessments;</p>		Interview/test
<p>Work autonomously and as part of a team;</p>		Interview
<p>Use initiative and make judgments drawing from skills, knowledge, experience, learning and development.</p>		Interview
	<p>Hold a UK driving licence, have use of own vehicle and have at least 6 months recent driving experience (12 months required to drive company vehicles)</p>	Application form/interview