



Person specification			
Post title	Residential Child Care Officer	Grade	Pay Band G
Service Area	People's	Section/team	Children's Social Care Residential Services

*** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are 'spent', in addition to any cautions and bindover orders received in the last 12 months ***

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
Skills, knowledge, experience			
S1	Ability to embrace KMBC Values	E	A, I
S2	At least twelve months relevant child care experience in a voluntary or paid capacity	E	A, I
S3	Establishing and maintaining links with children and young people, their families colleagues and other professionals and agencies links.	E	A, I
Personal attributes and circumstances			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	A, I
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	A, I
P3	A demonstrable willingness to share information and work with other people.	E	A, I
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	E	A, I
P5	Seeing the young person as an individual, but set within a context of family, community and society	E	A, I
P6	To be available to work a pattern of rostered hours to include weekends and bank holidays and sleep ins	E	A, I

January 2021





P7	Undertake key working duties for individual children and young people	E	A, I
P8	Seeing the young person as an individual, but set within a context of family, community and society	D	A, I
P9	Will need to demonstrate patience, flexibility, integrity, resilience, enthusiasm, sensitivity	E	A, I
Communication			
C1	Verbal communication skills appropriate to a variety of settings, e.g. with colleagues at all levels, young people and their families and staff of other departments and agencies.	E	A, I
C2	Literacy skills of a sufficient quality to produce clear, concise and appropriate written communications for a variety of purposes, e.g. care and action plans, information books, observations, review and general reports	E	A, I
Qualifications			
Q1	NVQ 3 in Care (GSCC recognised), or ability to work towards NVQ3	D	A, I
Health and safety			
H1	Ability to use equipment as instructed and trained Ability to inform management of any health and safety issues which could place individuals in danger	E	A, I
H2	To follow required health and safety guidance e.g. as per Manual Handling Training	E	A, I

A = Application form **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Date	Approved by authorised manager	Designation

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the

January 2021





interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

January 2021

