

SENIOR RESIDENTIAL CARE WORKER				Purpose			
Reference No.	A4387	Type	Individual	To be part of the management team for houses and undertake a range of management tasks, providing leadership to staff and undertake a range of care tasks while providing 24 hour residential care to young people who are accommodated by Fife Council and which assess the young people's needs using a child centred approach.			
Service	Education and Children's Services						
Job Family	Care 6	Grade	FC7				
Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:				Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility		E	D
<p>Setting and maintaining standards of care of the children and young people and demonstrating the values and standards set out in accordance with The Code of Practice of the Scottish Social Services Council.</p> <p>Managing and provide regular support and supervision to staff.</p> <p>Identifying staff development needs and provide an input to in-service training.</p> <p>Contributing to and maintain a quality system that ensures a high standard of care and support to children and young people. Contribute to the care planning and review of children and young people and monitor, evaluate and maintain systems in place to meet children and young people's needs.</p>				<p>Experience of working with young people or other vulnerable groups</p> <p>Ability to provide a regular and effective service</p> <p>To ensure you achieve registration with SSSC as a Residential Child Care Worker with Supervisory Responsibilities within 6 months of starting in the role, you must apply to register within 3 months of your start date.</p> <p>To maintain your registration, you must hold or work towards the SSSC benchmark qualification for the role.</p>		✓	✓

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Ensure policy and procedures and guidelines are implemented and inform working practice.	<p>This includes SVQ Social Services (Children and Young People) SCQF Level 9 or any practice qualification in the manager category. The benchmark qualifications are listed here https://www.sssc.uk.com/registration/help-with-register-parts-fees-and-qualifications/</p> <p>If you do not currently hold a benchmark qualification, your registration will be granted subject to the condition that you achieve the required qualification within your first period of registration.</p>		
Monitoring financial transactions during your working time and ensuring team budgets and financial procedures are adhered to.	Ability to work on own initiative	✓	
<p>Developing and implementing strategies to assist the young people to develop positive relationships along with the promotion of a child centred approach, which puts the child at the centre of all our working practices.</p> <p>Working directly with young people, their families alongside other professionals where appropriate.</p>	<p>Experience and ability to engage with young people and develop/maintain effective relationships</p> <p>Ability to create a safe, caring environment through risk assessment</p> <p>Ability to organise leisure and recreation activities</p>	✓ ✓	 ✓
Providing positive and nurturing experiences for young people enabling them to develop their skills and achieve their potential.	Commitment to delivery of customer led service	✓	
Working with young people enabling them to take and manage appropriate risks.	Experience of working as part of a team and sound understanding of team dynamics	✓	
De-escalating and managing young people's challenging behaviour.	Knowledge of relevant guidance	✓	
Deputise in the absence of the Residential Child Care Manager.	Ability to develop and maintain appropriate relationships	✓	
Other duties as directed by the Residential Child Care Manager and			

E = Essential Criteria D = Desirable Criteria

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Residential Team Manager.	Experience of multidisciplinary working		✓
Ensuring individuals are treated in a respectful and dignified manner, upholding confidentiality at all times and understanding boundaries. Promoting equality, diversity and anti-discriminatory practice.	Expectation to make every effort to improve professional knowledge and expertise and participate in any training which may be made available Ability to learn from experience – reflective practice	✓ ✓	
Ensure other professional duties are carried out (record keeping, report writing, attendance at various meetings).	Knowledge and understanding of young people’s rights and responsibilities	✓	
Undertake shifts on a rota basis, including evenings, weekends and night cover and sleep ins. While on duty undertake overall responsibility for all aspects of the running of the house. Attending to visitors and answering telephone calls.	Verbal and non-verbal communication skills Ability to provide accurate records and written reports	✓ ✓	
Required to undertake and assist in the delivery of training as required.	Knowledge of appropriate legislation		✓
Carry out on call responsibilities.	Ability to work as part of a team and demonstrate a professional approach	✓	
Promote the physical tasks (for example cleaning, cooking and participating in various activities that promote a homely environment).	Knowledge of child development and trauma informed care		✓
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:

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Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

Before confirming appointment: You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.

Additional Information – the following information is available:	Expected Behaviours
<ul style="list-style-type: none"> • Skills Framework (if applicable) • How we work matters 	Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values. Please refer to How We Work Matters Guidance to learn more.