



Job title:	Residential Child Care Worker
Bristol grade:	BG8
Managed by:	Deputy and Senior Residential Child Care Worker
Responsible for:	No direct reports
Directorate:	People
Service area:	Disabled Children and Specialist Services

Preferred assessment method	
A	Application
AC	Assessment centre
I	Interview
PA	Practical assessment
P	Presentation
T	Test

The table below sets out the essential and desirable knowledge skills and aptitude required to do this role.

Essential (MUST HAVE) = minimum skills, qualifications, knowledge and experience required to perform in the role

Desirable (COULD HAVE) = skills, qualifications, knowledge and experience required that will help the jobholder to perform in the role

Requirement - ESSENTIAL	Method
NVQ level 3 or QCF level 4 in Caring for children and young people or equivalent qualification and experience of working with children and young people within a residential setting.	A, I
Have taken job related training, or a willingness to undertake job related training on appointment.	A
Able to cope with the duties and responsibilities of the post and with the associated working environment.	A, I
An appreciation of the needs of disabled children and young people.	A, I

Ability to act as a positive and appropriate adult role model for disabled young people and the ability to offer a professional relationship in a caring and accepting manner.	A, I
Ability to deal with challenging and acting out behaviour from young people.	A, I
Ability to identify issues relating to power, control and sexual health.	A, I
Ability to form and maintain good working relationships and to work effectively as part of a team.	A, I
Ability to forward plan and organise.	A, I
Ability to converse with citizens and provide complex information in accurate spoken English, or through a BSL interpreter	A, I
Able to demonstrate knowledge and/or experience of equalities and diversity issues.	A
Have a working knowledge of Microsoft Office applications or equivalent including the following: Outlook, Word, Excel, Internet Explorer, and have a willingness to learn new applications and technology as appropriate.	A, I

Requirement - DESIRABLE	Method
Knowledge of current child care policies and practice.	A
Experience of dealing with issues of control concerning adolescents.	A
Demonstrate the ability to: <ul style="list-style-type: none"> • Reflect on own life experience • Apply skills in budgetary control and monitoring. 	A