
Feb 2004 DRAFT 1 PERSON/EMPLOYEE SPECIFICATION

Resident Social Worker – The Willows

Qualifications/ Training		Essential	Desirable	Tested by
	i NVQ 3 CCYP, Dip/SW, CSS	✓		A, I
	ii Current full driving licence unless disability precludes this	✓		A, I, R
Experience	i Minimum of 1 years experience with children or young people	✓		A, R
	ii Evidence of regular training experiences		✓	A, R
	iii Working with individuals who have experienced abusive situations		✓	A, I, 1-1
	iv Working with and managing challenging behaviour		✓	A, I, 1-1
	v Working in collaboration with other disciplines and agencies, including CAMHS		✓	A, I
Skills/Knowledge	i Good verbal and written skills	✓		A, W, 1-1, P
	ii Ability to make informed decisions and work as part of a team	✓		A, I, R, W, PE, P
	iii Ability to work in a therapeutic environment	✓		A, I, G, P
	iv Basic knowledge of the Children's Act 1989	✓		A, I
	v Ability to maintain effective relationships with neighbours of the home and the wider community	✓		A, I
	vi Knowledge of child protection issues for children and young people who live in a children's home	✓		A, I, 1-1
	vii Have a basic understanding of how to meet the physical, emotional, cultural, racial and individual needs of children and young people who live in a children's home	✓		A, I, W
	viii Child development and the impact of attachment disorders	✓		A, I, W, P
	ix Awareness of National Minimum Standards and Children's Homes Regulations 2001	✓		A, I, P

APPENDIX 2

		Essential	Desirable	Tested by
Work related circumstances	i	Must be able to work on a rostered basis including weekend and unsociable hours, sleeping-in duties, bank holiday working and on occasions awake nights (to provide stability and consistency of care within staff work patterns)	✓	A, I, P
	ii	Must undertake training as identified to ensure compliance with National Minimum Standards as well as training to support therapeutic programmes of work	✓	A, I, P
	iii	Good time keeping and attendance record	✓	A, R, P
Personal attributes	i	Ability to contribute and work to planned strategies within a joint agency protocol to respond and manage destructive, aggressive, and violent behaviour often portrayed by young people with attachment disorders	✓	A, G, I, R, P
	ii	Confidence and ability to advocate	✓	I, 1-1, G, PE
	iii	Ability to recognise stress in self and others, and to work within planned support strategies to facilitate stress management	✓	A, 1-1, E, P
	iv	Enthusiasm to work with change	✓	I, R, 1-1
	v	Commitment to the ethos and philosophy of the unit	✓	A, 1-1
	vi	Understanding awareness and commitment to equality issues	✓	A, I, P
	vii	Contribute and deliver a high standard of material, physical and emotional	✓	1-1, I, P
	viii	Sense of humour	✓	1-1, I, PE
	ix	Presents as stable and consistent adult role model for children, young people and families	✓	1-1, PE, P

Key to person specification and recruitment process testing of essential/desirable criteria:

A	=	application form
I	=	interview
W	=	written test
R	=	references
1-1	=	one to one interview
G	=	group exercise
P	=	probationary period
PE	=	psychometric exercise