

## **Job Description**

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|------------------------|-----------------------------|
| <b>DIRECTORATE:</b>    | Social Services & Wellbeing |
| <b>DEPARTMENT:</b>     | Children's Social Care      |
| <b>POST:</b>           | Residential Worker          |
| <b>GRADE OF POST:</b>  | GR07                        |
| <b>RESPONSIBLE TO:</b> | Residential Manager         |

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### **JOB PURPOSE:**

To provide all aspects of care, on both an individual and group basis, including the preparation of young people in achieving independence. As a Link Worker, you will be involved in helping to implement individual care and support and pathway plans, as well as undertaking household duties and some individual tasks. The role will require you to provide a responsive, flexible outreach service to children, young people, families and foster carers.

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### **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- Working as part of the residential team to present a consistent approach to service delivery, assisting with service development and the implementation of the Directorate's procedures.
- Liaising and working in partnership with other staff, agencies, organisations who are involved with working with the children and young people, so that identified support is properly co-ordinated.
- Developing collaborative working with children/young people and parents/carers to assist in progressing Care/Pathway Plans to achieve set goals.
- Supporting young people to develop personal relationships, a positive self-image, with difficult relationships and when they are distressed. Integrating young people into the community and promoting access to community based services.
- To undertake outreach work, providing individual/family work using a variety of creative short/medium term interventions appropriate to meet their needs or requirements.
- Working co-operatively to ensure that the service achieves both Directorate and National Standards. Contributing to effective service delivery, high practice standards and achievements of appraised objectives, goals and targets.
- Maintaining accurate and up to date records and ensuring confidentiality and data protection guidelines are adhered to.
- Participating in any training and development activities/team meetings in order to maintain own professional development or to enhance competence within job role.

- Supporting the Residential Manager in the delivery of the service, undertaking any duties and responsibilities commensurate with the grade of the post and participating in the regular review of the content of the job description

## **GENERAL DUTIES**

### **Health and Safety**

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

### **Equal Opportunities**

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

### **Safeguarding**

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

### **Review and Right to Vary**

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

### **Criminal Records Check**

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

## Person Specification

### Residential Worker

The following attributes represent the range of skills, abilities and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential (Yes).

| Attributes                                      | Requirements                                                                                                                                                                                                                                                                    | Essential | Method of Evaluation/ Testing                                           |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------------------------------------------------------------------------|
| <b>Qualifications, Education &amp; Training</b> | <ul style="list-style-type: none"> <li>QCF Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland; <u>or</u> NVQ 3 Health and Social Care (Children and Young People); <u>or</u> willingness to acquire the qualification.</li> </ul> | Yes       | Production of original Qualification Certificates and application form. |
|                                                 | <ul style="list-style-type: none"> <li>Registration with Social Care Wales.</li> </ul>                                                                                                                                                                                          | Yes       |                                                                         |
| <b>Knowledge &amp; Experience</b>               | <ul style="list-style-type: none"> <li>Experience of working with children and young people in a paid or voluntary capacity.</li> </ul>                                                                                                                                         | Yes       | Interview, application form, and selection process.                     |
|                                                 | <ul style="list-style-type: none"> <li>Experience of working in a team setting.</li> </ul>                                                                                                                                                                                      | Yes       |                                                                         |
|                                                 | <ul style="list-style-type: none"> <li>Knowledge of developmental needs of children.</li> </ul>                                                                                                                                                                                 | Yes       |                                                                         |
|                                                 | <ul style="list-style-type: none"> <li>An understanding of children and young people with disabilities and complex health needs.</li> </ul>                                                                                                                                     |           |                                                                         |
| <b>Skills &amp; Personal Qualities</b>          | <ul style="list-style-type: none"> <li>Ability to communicate clearly and effectively.</li> </ul>                                                                                                                                                                               | Yes       | Interview, application form, and selection process.                     |
|                                                 | <ul style="list-style-type: none"> <li>Ability to think clearly.</li> </ul>                                                                                                                                                                                                     |           |                                                                         |
|                                                 | <ul style="list-style-type: none"> <li>Ability to relate to young people and their families.</li> </ul>                                                                                                                                                                         |           |                                                                         |
|                                                 | <ul style="list-style-type: none"> <li>Ability to form constructive working relationships with colleagues and other agencies.</li> </ul>                                                                                                                                        |           |                                                                         |
|                                                 | <ul style="list-style-type: none"> <li>Enjoy working with children and young people.</li> </ul>                                                                                                                                                                                 |           |                                                                         |
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| Attributes | Requirements                                                                                                                                         | Essential | Method of Evaluation/ Testing |
|------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------------------------------|
|            | <ul style="list-style-type: none"><li>• Drive, commitment and motivation.</li><li>• Integrity.</li><li>• Initiative and positive thinking.</li></ul> |           |                               |



| Attributes                             | Requirements                                                                                                                                                                                                                                    | Essential | Method of Evaluation/ Testing                       |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------|
| <b>Skills &amp; Personal Qualities</b> | <ul style="list-style-type: none"> <li>• Ability to work well under pressure.</li> <li>• Ability to work flexibly.</li> <li>• Commitment to personal development.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul> | Yes       | Interview, application form, and selection process. |