

RESIDENTIAL CARE OFFICER

EMPLOYEE SPECIFICATION – the specification covers residential childcare officer (RCO) roles for a variety of City Edinburgh Council children & young people homes - residential (community based) homes, secure care homes, close support & throughcare and aftercare and residential children’s homes for those affected by disability.

Council Core Competencies:

<p>These Council Core Competencies apply to all positions: Being Customer/Client Focused Working Effectively with Others Managing Change Taking Ownership and Responsibility Communicating Effectively Planning and Decision Making</p>
<p>These Council Core Competencies apply to positions with responsibility for managing people or resources: Leading Others Managing Performance and Developing others Political Sensitivity</p>

Residential Care Officer (Locum)	Essential	Desirable
Experience	Relevant experience of working with and supporting those with care experience in a variety of settings.	Experience of working with children and young people in a residential setting, secure care setting & those affected by disability
Knowledge, Skills and Understanding	<p>Ability to work with people in a way that is consistent with the values underpinning best practice in Social care and Safe caring</p> <p>If applying for an RCO post in secure care, knowledge of those needing secure care, and an understanding of secure care is required</p> <p>If applying for an RCO post with children affected by disability, knowledge of this specific area of practice is required</p>	<p>Skills in providing nurturing & evidence based care</p> <p>Group work skills</p> <p>Experience of undertaking assessments, and developing care-plans, based on individual need.</p> <p>Experience of using stress management techniques & pro-social modelling</p> <p>Experience of planning and organising social,</p>

	<p>Ability to engage effectively with children and young people on a one-to-one & group basis</p> <p>Ability to enable children and young people to articulate their needs and wants and to respond appropriately. And develop restorative & problem solving approaches</p> <p>Ability to develop working relationships with children and young people and their families and offer emotional and practical support when necessary</p> <p>Ability to deal constructively with conflict and stress and respond sensitively to distress</p> <p>Ability to support children and young people in managing daily living and to learn new skills during their recovery from trauma</p> <p>Understanding of rights and responsibilities</p> <p>Understanding of promoting equality, diversity and anti-discriminatory practice</p>	<p>educational and/or leisure activities</p> <p>Knowledge and experience in relation to children affected by disability</p> <p>Knowledge and understanding of race and ethnicity issues & anti-discriminatory practice</p> <p>Knowledge of child development, impact of trauma and the needs of children and young people requiring residential childcare, secure care and those affected by disability</p>
<p>Qualifications and Training</p>	<p>Degree/Diploma in Social Work or HNC/SVQIII in Social Care or Diploma/Certificate in Youth and Community Work or Teacher Training Certificate or Degree in Community Education or equivalent</p>	<p>Working towards a relevant qualification</p>
<p>Job Specific Requirements</p>	<p>SSSC – applicants must be eligible and prepared to register with the Scottish Social Services Council as a Residential Care Worker.</p> <p>Professional values - the ability to</p>	

	<p>articulate and demonstrate understanding of the core values of social care, and their application in practice with children & young people</p> <p>Assessing and responding to need - the ability to work with service users to identify their needs, including their need to be protected from further harm or abuse: to respond to these identified needs, ensuring that care plans provide adequate safeguards for children and young people & in collaboration with children, young people and at times their families</p> <p>Commitment to learning and professional development - the ability to reflect on, and learn from, experience; to identify and articulate developmental needs; to make best use of opportunities for learning and professional development</p> <p>Maintaining professional boundaries - to have a clear understanding of the nature and limits of the work role; to have a clear awareness and understanding of issues of power and authority in work with vulnerable service users; to work at all times to protect service users from harm and abuse</p> <p>Relationships with others the ability to engage - appropriately with people at all levels; to develop trust with service users and colleagues; to sustain working relationships through difficulties; to maintain professional identity and approach within work-based relationships</p> <p>Managing conflict and stress -</p>	
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	<p>demonstrates the personal maturity and resilience required to cope with, and respond appropriately to, the expression of a range of emotions and behaviour causing, or caused by, conflict and / or distress and sue supervision to explore such key issues ion the field of residential childcare.</p> <p>Managing everyday life - the ability to provide practical and emotional support to service users in a wide range of daily activities and experiences; to work with service users to encourage and enable them to develop confidence and competence in everyday living activities</p>	
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Applicants should always check the Job Vacancy Summary for any specific employee specification requirements for the advertised vacancy.