



Person Specification			
Post title	Residential Childcare Officer	Grade / Salary	Grade G / £31,067 - £32,654

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	At least twelve months relevant child care experience in a voluntary or paid capacity.	CV/SS, I
S2	Establishing and maintaining links with children and young people, their families colleagues and other professionals and agencies links.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	CV/SS, I
P3	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour.	CV/SS, I
P4	A demonstrable willingness to share information and work with other people.	CV/SS, I
P5	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	CV/SS, I
P6	Seeing the young person as an individual, but set within a context of family, community and society.	CV/SS, I
P7	To be available to work a pattern of rostered hours to include weekends and bank holidays and sleep ins.	CV/SS, I

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P8	Undertake key working duties for individual children and young people.	CV/SS, I
P9	Seeing the young person as an individual, but set within a context of family, community and society.	CV/SS, I
P10	Will need to demonstrate patience, flexibility, integrity, resilience, enthusiasm, Sensitivity.	CV/SS, I
Communication		
C1	Verbal communication skills appropriate to a variety of settings, e.g. with colleagues at all levels, young people and their families and staff of other departments and agencies.	CV/SS, I
C2	Literacy skills of a sufficient quality to produce clear, concise and appropriate written communications for a variety of purposes, e.g. care and action plans, information books, observations, review and general reports.	CV/SS, I
Qualifications		
Q1	NVQ 3 in Care (GSCC recognised), or ability to work towards NVQ3.	CV / I / C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application form **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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