



Person Specification			
Post title	Residential Child-Care Officer	Grade	G/SCP 19-22

* * * 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	Recent 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	Seeing the young person as an individual, but set within a context of family, community and society.	CV/SS, I
P3	To be available to work a pattern of rostered hours to include weekends and bank holidays and sleep ins.	CV/SS, I
P4	Undertake key working duties for individual children and young people.	CV/SS, I
P5	Seeing the young person as an individual, but set within a context of family, community and society.	CV/SS, I
P6	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	CV/SS, I

June 2024





	general reports.	
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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