

## JOB DESCRIPTION & PERSON SPECIFICATION

**Director Area:** Childrens Services

**Job Ref Number:** 03602

**Service Area:** Regulated

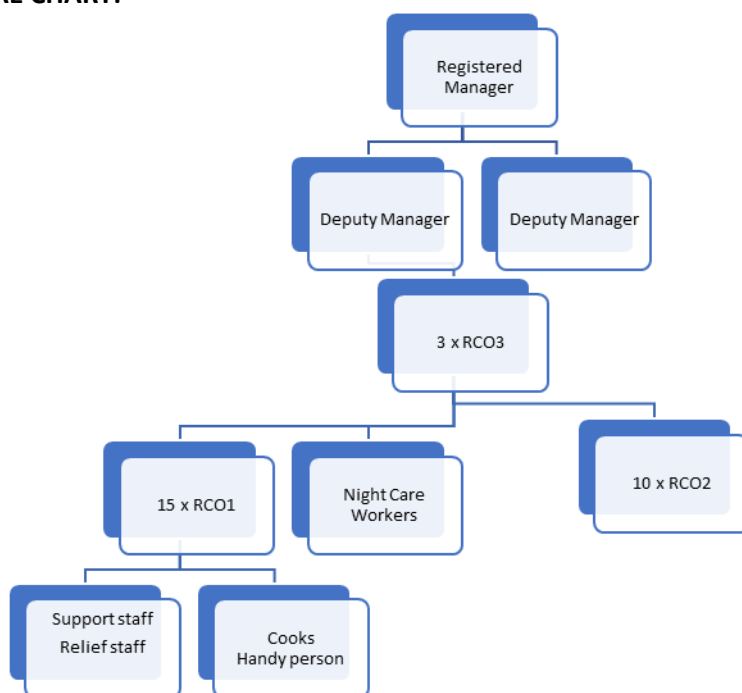
**Grade:** G3

**Job Title:** Residential Night Care Worker

### PURPOSE OF JOB:

The post holder will provide the direct night care and supervision of the young people accommodated within a Childrens home environment.

### STRUCTURE CHART:



### MAIN DUTIES:

- |   |   |
|---|---|
| 1 | To create an environment within the unit that promotes positive respect for children. To work as part of a team who are responsible for meeting the needs identified in their placement plan.   |
| 2 | The post holder is required to ensure all Night Time checks are completed to the stipulated timescales as per the individual young person's Risk Assessment.  |
| 3 | To support the Senior Staff Member when dealing with difficult situations to ensure that any challenging behaviour is dealt with effectively and without injury to child, self and others. Comply with policy and procedures appertaining to security issues. |

4	Under direction from the Residential Care Officers contribute to the provision of an environment in which the young people are encouraged to achieve their potential.
5	Be prepared to work flexibly to meet changing needs reflecting the service required.
6	To develop your knowledge and practice by actively participating in mandatory training, through supervision, appraisal, and Night Care Worker meetings.
7	

#### PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Computer Skills	A		X
Good Written Skills	A		X
Commitment to self - development including ability to attend training courses which maybe away from the place of work.	A/I	X	
Flexibility and a responsible approach to work	I	X	
Ability to respond positively to change	I	X	
Ability to provide practical support to colleagues	A		X
Understand the impact of personal behavior and decision on others	I		X
Working on own initiative	I		X
Experience working with young people and complex needs			X
Willingness to work towards QCF level 3 qualification	A/I	X	
Be able to work with a Trauma informed approach	A/I	X	
Be willing to undertake de-escalation and physical intervention training	A/I	X	

\*A = Application form      T = Test/Assessment      I = Interview      P = Presentation

#### GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

**Other Duties** - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

**Safeguarding** -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

**Job Details:**

<b>Job Title</b>	Residential Night Care Officer
<b>Identifier</b>	03602
<b>Director Area</b>	Children's Services
<b>Service Area</b>	Regulated
<b>Score</b>	290
<b>Grade</b>	Grade 3

**Factor Levels:**

<b>Supervision/Management Of People</b>	1
<b>Dispersal Awarded</b>	No
<b>Creativity &amp; Innovation</b>	2
<b>Contacts &amp; Relationships</b>	2
<b>Decisions - Discretion</b>	2
<b>Decisions - Consequences</b>	1
<b>Resources</b>	1
<b>Work Demands</b>	2
<b>Physical Demands</b>	2
<b>Working Conditions</b>	1
<b>Work Context</b>	3
<b>Knowledge &amp; Skill</b>	2