

PERSON SPECIFICATION

JOB TITLE: Care Assistant

POST NO: 45002394

SERVICE AREA: Children's Services

GRADE: Grade 4

PREPARED BY: Mark Dawkins

DATE: January 2018

E = ESSENTIAL D = DESIRABLE		SOURCE OF EVIDENCE – APPLICATION = A TEST = T INTERVIEW = I	
		1. EXPERIENCE, direct work experience, other relevant experience.	W = 5
E	Experience of working with children		A/I
E	Experience of working with adults with disabilities or disabled children		A/I
D	Experience of working with families		A/I
D	Experience working in a children's home.		A/I
		2. KNOWLEDGE, without which the job cannot be done effectively.	W = 4
D	Knowledge of learning disabilities		I
D	Knowledge of associated conditions e.g. autism, behaviours that challenge, physical disabilities		I
D	Knowledge of health conditions such as epilepsy		I
		3. SKILLS & ABILITIES, Essential/capable of Doing, Desirable/Able to train.	W = 5
E	Good communication skills		A/I
E	Ability to write reports and recordings		A/I
E	Physically fit to undertake moving and positioning task and take part in physical activities.		
D	Ability to prioritise work for self and others		A/I
D	Ability to work under pressure and use resources efficiently		A/I
D	Ability to drive		A/I
D	Ability to work with young people who may present behaviours that challenge		A/I
		4. QUALIFICATIONS	W = 5
E	QCF level 3 in residential childcare or equivalent. Willingness to undertake after 6 months of employment.		A/I
E	Willingness to undertake further training		A/I
		5. PERSONALITY, SOCIAL SKILLS, ETC	
E	Ability to engage and communicate with children with communication difficulties		A/I
E	Positive and 'can do' attitude		A/I
D	Self-motivated, able to be a creative and flexible thinker		A/I
D	Ability to empathise		A/I
D	Can demonstrate key competencies of Behaviour Framework		A/I
		6. OTHER FACTORS	W = 5
E	Able to undertake manual handling procedures with training		A/I
E	Able to work flexible shift pattern including sleep-ins and night duties as required		A/I
E	Understanding of safeguarding procedures and awareness of basic safeguards to prevent abuse of children.		A/I