

Job description

Job title: Community Resources Worker

Grade: 6

Job evaluation reference: ED290

Job family: Health and Social Care

Purpose and impact

1. To work within the Children's Services Directorate to support the work of field social work teams, fostering, youth offending, and residential teams to provide a range of services to safeguard and promote the health and wellbeing of children.

Key responsibilities

2. Assist in arranging and development for young people in need.
3. Contribute to the assessment of various aspects of young people's lives.
4. To lead and supervise groups of young people providing support or advice on specific issues.
5. To advise, assist and develop professional relationships with young people.
6. To work with young people to support them in the community or within their home or care placements.
7. To liaise with other organisations to advocate for effective services and provision for individual young people.
8. To maintain records as required, including case recording input and maintenance of records on core computer systems, and undertake training as required.
9. Support carers in order to help placements to be maintained.
10. Responsibility for promoting and safeguarding welfare of children and young people.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Other factors

Working Environment

11. The post holder will be dealing with service users who may make emotional or physical demands and who may display challenging or aggressive behaviour with the potential risk of verbal or physical abuse.
12. There is a requirement to travel between locations and to undertake lone working with people in their own homes.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work,



regardless of your role within the organisation. Information about our values can be found on our website.



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria; you should include clear examples of how you meet these criteria within your application form and during the assessment process.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment, interview and references (as specified below). We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. A good level of general education	Application form
2. GCSE English and Maths, or equivalent	Application form
Experience	
3. Experience of working with young people	Application form
Knowledge	
4. Demonstrate understanding of knowledge base contained in CRW Basic Training module.	Application form Interview Assessment
5. Able to demonstrate an understanding of and commitment to diversity.	Application form Interview Assessment
Skills and abilities	
6. Recording skills.	Interview Assessment
7. Ability to engage with young people.	Interview Assessment
8. Ability to maintain appropriate professional boundaries.	Interview Assessment
9. Ability to work within a planned framework.	Interview Assessment
10. Ability to make use of supervision and management support.	Interview Assessment
Our values	
11. Respect	Interview Assessment
12. Together	Interview Assessment
13. Accountability	Interview Assessment
14. Openness	Interview Assessment
15. Curiosity	Interview Assessment



Other	
16. Able to work flexibly.	Application form
17. Ability to fulfil the travel requirements of the post.	Application form
18. Ability to deal with challenging and rejecting behaviour in a professional manner.	Application form

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment, interview and references (as specified below). If you meet the desirable criteria, we will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
19. Child care qualifications such as NNEB or NVQ3.	Application form
20. Youth worker qualification.	Application form
21. Counselling qualification	Application form
Experience	
22. Experience of working with parents and carers.	Application form
23. Experience of working with targeted groups of vulnerable young people (eg. looked after children, children with disabilities etc.)	Application form
Knowledge	
24. Knowledge of Child protection issues	Application form Interview Assessment
25. Substance use.	Application form Interview Assessment
26. Contraception and sexual health.	Application form Interview Assessment
27. Contraception and sexual health.	Application form Interview Assessment
Skills and abilities	
28. Direct work skills such as use of art, drama and play.	Interview Assessment
29. Accredited skills in sports coaching or outdoor activities.	Interview Assessment

Approval

Date: July 2007

