

Job Title: Support Worker 2 – Youth – Supportive Housing Projects

Professional Competencies	Level Required	Evaluated through
<p>S1 Demonstrate the ability to engage with children, young people, their families and carers</p> <p>S2 Understand physical, intellectual, linguistic, social and emotional growth as part of Child and Young Person development</p> <p>S3 Demonstrate the ability to safeguard and promote the welfare of the child</p> <p>S4 Evidence the ability to understand and support transitions for children and young people</p> <p>S5 Evidence the ability to value and support team and multi agency working</p> <p>S6 Demonstrate an understanding of sharing Information and evidence in relevant practice</p> <p>S7 Embrace, and evidence in practice the benefits of valuing differences</p> <p>S8 Understand and reflect in daily practice an outcomes focused approach to working with children and young people</p>		
Core Competencies		
<p>Values and Ethics</p> <p>A1 Embraces and shares Action for Children Values and vision in working practice</p> <p>A2 Demonstrates understanding of and commitment to the principles of safeguarding children and young people</p> <p>A3 Demonstrates an understanding of and commitment to equality diversity and inclusion</p> <p>A4 Demonstrates an ability to work in an open and honest manner in line with organisational values</p> <p>A5 Demonstrates environmental awareness and uses resources responsibly</p> <p>Delivering Business Excellence</p> <p>A6 Demonstrates an understanding of how the organisation works and how own work contributes to the purpose of the organisation</p> <p>A7 Demonstrates an understanding of the organisational, departmental and service objectives</p> <p>A8 Demonstrates an ability to understand and work towards meeting relevant business objectives</p> <p>A9 Demonstrates an awareness of changes in the business areas and of competitors</p> <p>A10 Demonstrates an understanding of who our customers are, their needs and how these can be met</p> <p>A11 Demonstrates the ability to anticipate and identify problems and find solutions</p> <p>A12 Demonstrates informed decision making and judgement</p> <p>Personal Effectiveness</p> <p>A13 Displays self motivation, initiative and commitment</p> <p>A14 Demonstrates the ability to prioritise, plan, review and evaluate workloads</p> <p>A15 Demonstrates the ability to develop a creative approach for continuous improvement through reflection on own practice and behaviour</p> <p>A16 Contributes to the provision of HR and Social Care by maintaining, updating and applying own professional skills learning and development</p> <p>Interpersonal Effectiveness</p> <p>A17 Demonstrates commitment to and contributes to team/departmental objectives and decisions</p> <p>A18 Demonstrates an ability to form, maintain and appropriately end relationships with customers</p> <p>A19 Demonstrates an ability to work with others towards shared goals</p> <p>Effective Communicator</p> <p>A20 Communicates clearly, and concisely in the most appropriate way</p>		

Action for Children
Competencies based Person Specification

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A21 Can effectively use IT applications appropriate to the role A22 Understands the effects of non verbal communication such as body language A23 Demonstrates the ability to work within the principles of confidentiality		
Qualifications/ Education Recruiting Manager to insert		
Other Requirements		

- Level 1 None observed / new starter
 Level 2 Developing competence / inconsistent demonstration of required competencies at work
 Level 3 Fully competent / consistent demonstration of required competencies at work
 Level 4 High level of competence / Comprehensively good understanding and demonstration of required competencies at work
 Level 5 Strength / Exceptional understanding and demonstration of required competencies / ability to coach others