**Jigsaw Recovery Project CIC (JRP)**

**Support Worker x 8:**

**Person Specification**:

Jigsaw Recovery Project work with young people who are within the care system and provide bespoke offers of care to vulnerable young people both in the community and in a residential unit. We are currently looking for eight Support Workers to oversee the day-to-day running of the Newcastle Council commissioned 16-18 year old supported accommodation residential unit, based in Gateshead. To become part of the team, we are looking for is someone who can engage with young people, maintain professional boundaries, is passionate about lived experience and understands the power this brings in relation to supporting young people. If successful, the applicants will be subject to a 6 month probationary period and enhanced DBS check.

**Essential:**

* Able to deal effectively with difficult and challenging behaviour, with knowledge of the needs of vulnerable young people.
* Able to take part in a range of meetings involving staff and clients.
* Effective recording and report writing skills, with the ability to maintain confidential records.
* Effective oral and written communication skills.
* Confident with data recording, managing young people's records and case management.
* Negotiating skills.
* Able to work as a member of a team and with the present management structure, assisting in the overall running of the unit.
* An awareness of the concept of confidentiality and its implications.
* Able to act as an advocate for young people.
* Previous experience of working with young people or multiple needs.
* Flexible approach to work, location, duties and hours – with the ability to work anti-social hours and shift work
* Able to work with a multi-disciplinary team of professionals
* Understanding of child abuse/child protection issues.
* NVQ Level 3 Health and Social Care or equivalent in a related subject.

**Desirable:**

* Personal lived experience of multiple needs/disadvantage.
* Relevant recent training in child care related subjects.
* Relevant work experience in the caring professions.
* Able to work with a varied workload.
* Able to demonstrate assertive behaviour when required.
* Able to develop creative and effective activity sessions to promote positive relationships.
* Empathetic caring manner and ability to build trusting relationships with young people.
* High level of professional integrity and honesty.
* Able to provide basic support for physical and emotional wellbeing of young people.
* Able to work flexibly and autonomously and to demonstrate confidence in work role.
* Experience of working within a team.
* Full, clean driving licence and access to own car.

**The following criteria will be further explored at the interview stage:**

* Ability to demonstrate initiative.
* Ability to work with minimum supervision.
* Knowledge of the Children Act 1989 and the Care Standards Act 2000.
* Recognition of need to maintain confidential records.
* Ability to maintain monetary records and act and promote responsibility for safeguarding personal possessions.
* Ability to manage cases.
* Awareness of the development needs of young people.
* Awareness of substance abuse.
* Ability to work with a multi-disciplinary team of professionals.
* Understanding of child abuse/child protection issues.
* Reliable and self-reliant but will seek guidance appropriately.
* Willingness to undertake further training as required, with a positive approach to self-development.
* Knowledge and understanding of the Equality Act 2010, applying this in the workplace and the effect on delivery of services to young people.
* Suitability to work with the client group.
* Flexible approach to work, location, duties and hours – with the ability to work anti-social hours and shift work.