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**CANDIDATE INFORMATION**

**for the roles of:**

**Residential Care Worker**

**Care & Family Co-ordinator (Qualified Social Worker role)**

**Child & Adolescent Therapist**

**Family Support Worker**

**The Good Shepherd Centre, Greenock Road, Bishopton, PA7 5PW**

**Tel: 01505-864500**

**Email**: [**applications@goodshepherdcentre.org.uk**](mailto:applications@goodshepherdcentre.org.uk)

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# A message from the Director

Dear Applicant,

**Thank you for your interest in the Good Shepherd Centre (GSC). Our work helps and supports young people who have experienced extreme difficulties in their lives to make sense of their experiences and build hope for the future.**

We wanted to give you a flavour of who we are, what we do and why, and how we go about our work. We wanted to share the vision and values of Team GSC so that you understand what the rewards and challenges of working with us might be for you. We also wanted to tell you about the lives and experiences of young people who come to stay here with us.

In this pack, you will see that there are links to sections on our website which explain the purpose of GSC, how the different departments work together towards the best care, education and specialist support the young people who come to stay with us need and to the stories of the young people we support.

Everyone at GSC is committed to making a positive difference alongside and for young people. The Good Shepherd Centre’s purpose is to provide a positive, life changing experience for young people through individual care, education and skills development. We do this through trying to make sure everything we do upholds the values and principles of kindness, respect, nurture and relational and rights-based practice. This means we have a strengths-based approach and we get to know and to understand each young person as an individual and build trust and positive relationships with them. We work with families and other adults in their life to support each young person to move forward from the often-extreme challenges and harm they have experienced.

There is a well know proverb or saying; which seems to be common across several different African cultures and languages, which is *‘It takes a village to raise a child’*. In the Kijita language the literal translation is that regardless of a child's biological parents, their upbringing belongs to the community. So for the children and young people at GSC and in our care, we know this means a whole team/whole centre approach and valuing every colleague in every job role; because whatever our role; we all play our part, working together in the best interests of the children and young people we support.

The GSC has made a commitment to [#KeepThePromise](https://thepromise.scot/) and we hope this exciting recruitment drive we are hoping to further strengthen our care and health and wellbeing teams.

If you are committed to making a positive difference to the lives of vulnerable young people through being a positive role model for GSC, we’d love to hear from you.

We hope to meet with you to discuss this opportunity,

Alison Gough

Director, GSC

<https://gsc.scot/>

# Introduction to the Good Shepherd Centre

***“Our purpose is to provide a positive, life-changing experience for young people through individual care, education and skills development focused on promoting young people’s mental and emotional wellbeing and longer term positive outcomes”***

We are a Scottish charity that provides a secure & intensive service for vulnerable young people based in Bishopton, Renfrewshire privileged to be situated in a 38-hectare campus; within a beautiful countryside setting and stunning views over the Clyde estuary.

We support young people from the age of 12 up to 18 in secure care and 20 in close support care. We work alongside their families and the professionals involved in their lives, to make sense of their experiences and to build hope, coping skills and goals for the future.

Young people live in one of our 4 houses or 2 cottages depending on the level of support required. They continue their education in our school on campus or attend further education out with the campus.

We offer a place of safety and nurture and a positive, holistic and strengths-based ethos.

GSC has gone through an exciting period of growth and are on journey for a further period of growth as it hopes to set new strategic goals for the next three years. These goals will be designed to move the organisation forward confidently in the best interests of the young people and other stakeholders. This creates the need for these brand-new roles in the organisation.

This is an exciting time to join Team GSC as the charity seeks to build on its strong reputation for relational based practice and helping young people to build hope, skills and plans for their future. At GSC we are on a journey with new and and ambitious strategic goals for the growth and development of our young people and our services.

Context of Work

Young people are referred to us through the Children’s Hearing System and the Criminal Justice System. They have experienced difficulties in their lives, and many will have faced traumatic and harmful situations and may be experiencing psychological distress; mental health problems; and problems coping with managing feelings and day to day life.

Values

Our values are at the core of every decision we make as a team; we are **Kind, Nurturing, Resilient,** and **Rights Respecting**. In addition to our core values, ‘**Hope**’ has also been part of our ethos for a long time, as we believe without Hope we cannot achieve our goals.

# Working for us

We have a caring, experienced and committed staff team. This multi-professional, multi-skilled team includes qualified and registered residential childcare managers and staff teams for each House, and GTC registered teachers within our Education Department. Our senior staff promote and model a positive, compassionate, strengths and relational based approach to all aspects of our work and encourage a culture and climate of ‘whole centre community’, where the dignity, needs and rights of the individual are respected at all times.

In addition to our residential care and Teaching staff, we have a number of other specialist practitioners including learning support staff with specific skills, Clinical and Forensic Psychologists and advisors, therapists, creative arts, sports and vocational coaches and tutors.

Team GSC includes c150 staff, our Director leads a Senior Management Team including:

* Head of Secure Care
* Head of Education and Depute Head of Education
* Head of Practice & Professional Development
* Head of Intensive Support & Throughcare

# Our structure



# SSQR

You can read more about our work and outcomes for young people in our SSQR (2019 – 20)

[Service Standards & Quality Reports - Good Shepherd Centre (gsc.scot)](https://gsc.scot/evaluation-reports/service-standards-quality-reports)

# Care Inspectorate Report (2020)

We are very proud of our scores and the feedback we received from young people, staff, social workers and the care inspectors. You will find the full report for both secure and close support [here](https://gsc.scot/evaluation-reports/care-inspectorate-reports).



# Residential Care Worker

The Residential Care Worker is a key position promoting and upholding the vision and values of the GSC as a place of care, safety and learning.

**We’re looking for caring, child-centred, hardworking and resilient individuals with a motivation to be a positive role model and make a difference in the lives of vulnerable young people.**

The successful candidates will be involved in building trusting relationships with young people within a nurturing, stimulating and safe environment.

**Designation of post and position within organisational structure**

**Job description**

Position title: Residential Care Worker

Reports to: House Manager

Location: Bishopton

No. of hours:Full-time, 37.5 hours, job share will be considered

& sessional, 0 hours as and when required

Pattern of work: Rotational three-week shift pattern

Period of employment: Permanent, temporary & sessional

Salary guideline: £25,235 - £30.944 per annum

Sessional: £12.94 per hour

**Purpose**

The Residential Care Worker will promote and uphold the vision and values of the Good Shepherd Centre as a place of care, safety and learning. Our purpose is to provide a positive, life changing experience for young people through individual care, education and skills development focussed on promoting young people’s mental and emotional wellbeing and longer term positive outcomes.

Through ensuring that the work is in keeping with legislative, procedural and good practice requirements and guidance, the overall focus of the role is to build trusting relationships with young people within a nurturing, stimulating and safe environment. You will work as part of a team to support young people to meet their needs, achieve their goals and build hope for their future.

**Main Duties**

1. Promote the wellbeing and safety of children and young people at all times.
2. Support children and young people to develop and maintain supportive relationships.
3. Contribute to the assessment of children and young people’s strengths, needs, goals and risks.
4. Contribute to the development of care plans with and for individual young people

(i) Support the social, emotional and identity development of children and young people.

(ii) Work with children and young people to promote their own physical and mental health needs and administering medication where appropriate in line with policy and procedures.

(iii) Support the needs of children and young people with additional requirements.

(iv) Preparation of reports and maintaining records, including financial, in acordance with relevant standards and legislation.

(v) effective and supportive communication

1. Work effectively as part of a team supervising, monitoring and supporting young people to reach their full potential.
2. Promote, monitor and maintain health, safety and security in the working environment.
3. Reflect on and develop your practice.
4. Work with children and young people to prepare them for adulthood, citizenship and independence.
5. Prepare, implement and evaluate individual and group activities with and for young people to meet their needs.

**Person specification**

**Professional Registration**

To maintain registration within employment/to register with the Scottish Social Services Council (SSSC) under the ‘Residential Child Care Workers’ category within the first six monthsof employment. This is a legal requirement within the Care sector for individuals to be registered under the correct category within the six month timescale of the commencement of employment.

**Qualifications**

You must possess, be working towards or willing to complete equivalent qualifications recognised by the Scottish Social Services Council. This would be a minimum of a Higher National Certificate (in Social Services) and the Scottish Vocational Qualification at Level 3 or above in Social Services (Children and Young People).

**Professional Attributes**

* Viewing the Safety and wellbeing of young people as paramount;
* Giving commitment and support to the work of the team;
* Appreciating the significance of caring within a safe environment and interpreting this accurately for individual young people and others;
* Maintaining a high standard of service delivery and consistency of approach in work practice.

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Experience** | * Experience in Residential Child Care or Secure Care setting | * Experience in social care |
| **Personal Qualities** | * Emotionally self-aware, level headed and aware of the range of emotions in others; * Able to listen sympathetically and respond to concerns, motives and feelings of others effectively; * Aware of the importance of being a good role model for our young people; | * Creative when undertaking activities with and for young people; * Able to motivate and encourage young people and develop hope for the future; * Be able to take responsibility for your own actions and effectively use your own initiative; * Calm, flexible and imaginative in dealing with challenging situations, this may include medical emergencies; * Resilient |

**Additional information**

Rotational three-week shift pattern

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| MONDAY | TUESDAY |  | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
| L | E |  | L | E | O | L | L |
| E | O |  | O | M | L | E | E |
| O | L |  | E | L | E | O | O |

The shift times for this shift pattern are as follows:

* E  7:45am – 3:45pm (7:45am - 4:00pm on Thursdays)
* L  3:00pm – 10:30pm (2:00pm – 10:30pm on Thursdays)
* M  1:15pm – 4:00pm
* O – Day off

**Interview Dates:** Tuesday 18th May & Wednesday 19th May 2021



***“Staff try to support you as much as possible to help you maintain a positive image for the future” Young Person***

# Care & Family Co-ordinator (Qualified Social Worker role)

We’re looking for a remarkable individual who shares our core values and commitment to making a difference to the lives of vulnerable young people and their families.

Our Care & Family Co-ordinator will join our skilled, committed and experienced Wellbeing team providing a safe, caring and nurturing environment. You will support young people & their families to move forward & you will provide professional advice and contribute to our multi-disciplinary team approach.

**Designation of post and position within organisational structure**

**Job description**

Position title: Care & Family Co-ordinator

Reports to: Head of Intensive Support & Throughcare

Location: Bishopton

No. of hours:Full-time, 37.5 hours per week

Pattern of work: Flexible within Monday to Friday

Period of employment: Permanent

Salary guideline: £36,000 to £39,000 per annum

**Purpose**

The Care and Family Coordinator will uphold the vision, values and ethos of GSC, namely Kindness, Nurture, Resilience, and being Rights Respecting as a place of care, safety and learning.

The Care and Family Coordinator will deliver a high-quality service to children, young people and families within the Good Shepherd Centre. They will require to work as part of a multi-disciplinary team to provide therapeutic trauma responsive assessments and interventions to children, young people and families.

**Key responsibilities and competences are to:**

1. Undertake effective holistic assessment of young people’s wellbeing, strengths, needs and vulnerabilities contributing to the formulation and implementation of care plans and risk assessments.
2. Contribute to assessment and decisions about the most appropriate interventions for young people alongside the multidisciplinary team.
3. Provide advice to others in the multidisciplinary team on aspects of strength-based assessment support needs and risk management.
4. Attend relevant meetings to highlight assessment outcomes and support care planning with and for young people.
5. Manage associated administrative tasks in an efficient and effective manner.
6. Contribute to appropriate research, service needs and evaluation.
7. Monitor and review service delivery including the planning of future service developments.
8. Provide support based on best evidence, which is tailored to meet individual child and family needs, and which addresses relevant and significant risks.
9. Ensure that the preparation and content of appropriate reports for internal and external meetings are of a high standard in terms of content and accuracy.
10. Ensure, create and promote a safe and nurturing learning environment in which children and young people are able to grow and develop.
11. Assist in ensuring that there is a good understanding of practice and procedures regarding safeguarding of vulnerable children and young people.
12. Adhere to Good Shepherd Centre policies and procedures.
13. Develop, maintain and monitor a safe working environment, including the management of health and safety systems consistent with legislation, current good practice and organisational policies and procedures.
14. Develop skills and competencies that assist in the delivery of current duties through engagement with CPD opportunities and self-guided learning.
15. Receive allocated further tasks from the Head of Intensive Support & Throughcare

**Person Specification**

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| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Social work degree or equivilent | * Further post graduate training in relevant areas of professional development * IT Skills |
| **Experience** | * Experience in working with children and young people and families * Significant post graduate experience. Significant post qualification experience in a mental health setting. * Experience of autonomous working. * Experience of working in partnership with other professionals | * Experience of working with vulnerable young people * Experience of working with young people with additional support needs * Experience of working within a criminal/youth justice or secure/intensive support environment * Experience of the delivery of Family Therapy/Mediation |
| **Professional Registration** | * Scottish Social Services Council (SSSC) To maintain registration within employment/to register with the Scottish Social Services Council (SSSC) under the relevant category/ies within the first six months of employment. This is a legal requirement within the Care sector for individuals to be registered under the correct category within the six month timescale of the commencement of employment |  |
| **Professional Qualities** | * Demonstrate an ability to undertake assessments of risk using specific risk assessment tools. * Demonstrate an ability to formulate implement and evaluate programmes of care for young people and families. * Demonstrate an ability to use a range of therapeutic interventions with young people. * Demonstrate ability to lead on projects and audits. * Excellent interpersonal skills * Excellent written and verbal communication skillls * Proven skills and experience to engage with children and young people with complex needs. * Be able to communicate a positive, caring attitude, and actively listen to the child or young person, family, and others involved in their care * Maintaining & enhancing effective working relationships with staff * Developing and maintaining professional partnerships with parents; outside agencies and the community * Commitment to GSC Values; * Commitment to Learning & Continuing Professional Development * Working within Professional Boundaries | * To assist in the design and implementation of research, audit and service development projects within the GSC as required * Knowledge of psychometric assessments * Developing and communicating GSC values; aims; policies and plans * Monitoring and controlling the use of resources. * Trained in using the Short-Term Assessment of Risk and Treatability: Adolescent Version (START:AV) for comprehensive assessment of strength and vulnerability factors related to multiple risks in adolescents. |
| **Personal Qualities** | * You will demonstrate confidence and courage * You should be inspiring and have the ability to support others * Communicate clearly and sensitively with children of different ages and abilities and their families * Work effectively within a group * Identify and solve problems * Have an emotional awareness of yourself and others * Be able to reflect on own practice * Build effective relationships with children, young people and families * Listen to the views, wishes and feelings of children and families * Hold an empathic position about difficult social circumstances experienced by children and families * Full UK Manual Driving License | * You should have the personal attritubes to create and maintain a positive atmosphere * Seek and use information well * Judge wisely and decide appropriately |

**Interview Dates:** Thursday 20th May 2021 & Friday 21st May 2021

# Child & Adolescent Therapist

The Child and Adolescent Therapist will deliver a high-quality service to children, young people and families with complex needs within the Good Shepherd Centre. They will require to work as part of a multi-disciplinary team to provide evidence-based therapies for children, young people and families. The role will involve a mixture of individual clinical work and involvement in the provision of group interventions, in addition to supporting and contributing to the provision of a trauma-informed service for children, young people and families.

**Designation of post and position within organisational structure**

**Job description**

Position title: Child & Adolescent Therapist

Reports to: Head of Intensive Support & Throughcare

Location: Bishopton

No. of hours:Full-time 37.5 hours per week available

Pattern of work: Flexible within Monday to Friday. Occasional weekend working may be required

Period of employment: Permanent

Salary guideline: £31,000 to £37,000 per annum

**Key responsibilities and competences are to:**

1. Provide a range of assessment measures and methods that are suited to children and young people’ presenting needs and to conduct psycho-social assessments with children, young people and familes to identify strengths, needs, risks and appropriate interventions.
2. Liaise with other disciplines and professionals to inform the assessment.
3. Work with other staff of the multi-professional team in the assessment and care provided to children and young people.
4. On the basis of information collated during assessment to provide a formulation explaining the development and maintenance of distress, needs and risks of children and young people, and to devise an individualised treatment plan for the child or young person and/or their family.
5. Be able to provide a range of individual and/or group interventions that are evidence based, formulation driven, and are attuned to the needs of children and young people accessing the service. Conduct therapeutic sessions with children and adolescents; develop case goals and document progress.
6. Communicate with the child, family and multi-professional teams keeping records of the child or young person’s progress.
7. Assist and support the coordination of psychoeducational and treatment groups for children and young people as required.
8. Be able to manage high levels of distress or distressing information disclosed during therapeutic work, and to be capable of balancing the welfare rights of each individual with the duty of care to the wider community in cases where a children and young people may pose a significant risk of harm to themselves or to others.
9. Provide evaluation of therapeutic interventions in relation to change over the period of intervention that might involve a range of outcome measures such as behaviour, emotional, relational and/or cognitive change.
10. Evaluate and reflect on own clinical practice and to participate in regular supervision with designated clinical supervisor.
11. Ensure referral to designated supervisor is made if/when a case falls out with the range of clinical competency.
12. Provide training, workshops, guidance and consultation to the wider team.
13. Attend and contribute to relevant multi-professional meetings, to build positive, professional working relationships with multi-disciplinary colleagues, and to offer advice/clinical opinion to the multi-agency group based on own area of professional expertise
14. Ensure that the preparation and content of appropriate reports for internal and external meetings are of a high standard in terms of content and accuracy, and communicate effectively the formulation and recommendations for each children and young people.
15. Ensure, create and promote a safe and nurturing learning environment in which children and young people are able to grow and develop. Adhere to Good Shepherd Centre policies and procedures.
16. Develop, maintain and monitor a safe working environment, including the management of health and safety systems consistent with legislation, current good practice and organisational policies and procedures.
17. Develop skills and competencies that assist in the delivery of current duties through engagement with CPD opportunities and self-guided learning, in line with the aims and objectives agreed with line manager as part of the professional development plan.
18. Ensure that work complies with professional and ethical standards as specified by the relevant professional body, and with the policies and values of The Good Shepherd Centre.
19. Receive allocated further tasks from the Head of Intensive Support & Throughcare.

**Person Specification**

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| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Post graduate qualification in evidence based specialist therapy; accredited Masters degree or equivalent (for example MA/MSc in Art Therapy or Art Psychotherapy, Post Graduate Certificate / Diploma in Cognitive Behavioural Therapy, Postgraduate Diploma in Dialetical Behaviour Therapy) * Undergraduate degree in a relevant professional discipline (e.g. nursing, social work, psychology, occupational therapy) | * Further post graduate training in evidence based therapies and relevant areas of professional development * IT Skills |
| **Experience** | * Child and Adolescent Therapists who have experience of working with children and young people with complex needs, their families and related systems. * Experience of working with a range of mental health presentations. * Experience of working with individuals who have experienced complex trauma * Experience of working with individuals who present a risk of harm to themselves or to others * Experience of working within a child based setting. * Skills in the application of evidence based assessment, formulation, therapy and case management. * Excellent therapeutic skills developed through experience and training, including engaging and building therapeutic relationships with individuals who may be “hard to reach” or have been unlikely to access therapeutic services in the past. * Well developed skills in the ability to communicate complex and clinically sensitive information effectively, both orally and in writing, to children and young people and to multi-disciplinary colleagues, both inside and out with the Good Shepherd Centre. * Experience of supporting the team around a child or young person through the provision of consultation, modelling and training | * Experience of working with children who are looked after and accommodated * Experience of working with young people with additional support needs * Experience working within a secure/intensive support environment * Experience of the delivery of specialist therapies such as creative or Art Therapies, DBT, CBT, Family Therapies, Cognitive Anayltical Therapy, Narrative Therapy, EMDR * Training in models of supervision and experience of supervising colleagues delivering therapeutic interventions * Experience of delivering group-based interventions |
| **Professional Registration** | * Registration with relevant professional body (e.g. Health and Care Professions Council, British Association for Behavioural and Cognitive Therapists) |  |
| **Professional Qualities** | * Knowledge & understanding of the developmental stages of children and appropriate intervention approaches * An excellent understanding of attachment theory and trauma-informed models of care * An excellent understanding of the needs of young people who are care experienced and/or who have experience of the justice system. * Excellent interpersonal skills * Excellent written and verbal communication skillls * Proven skills and experience to engage with children and young people with complex needs. * Ability to deal with exposure to highly distressing information * Be able to communicate a positive, caring attitude, and actively listen to the child or young person, family, and others involved in their care * Maintaining & enhancing effective working relationships with staff * Developing and maintaining professional partnerships with parents; outside agencies and the community * Willingness to undertake research or audit in relevant fields in discussion with line manager/supervisor * Commitment to GSC Values; namely Kindness, Nurturing, Resilience, and Rights Respecting. * Commitment to Learning & Continuing Professional Development * Working within Professional Boundaries * Ability to prioritise and organise own workload | * Experience of assisting in the design and/or implementation of research, audit and service development projects * Basic knowledge of psychometric assessments * Developing and communicating GSC values; aims; policies and plans * Monitoring and controlling the use of resources. |
| **Personal Qualities** | * You will demonstrate confidence and courage * You should be inspiring and have the ability to support others * Communicate effectively * Work effectively within a group * Identify and solve problems * Have an emotional awareness of yourself and others * Be able to reflect on own practice * You should have the personal attritubes to create and maintain a positive atmosphere * Show empathy towards others * Seek and use information well * Judge wisely and decide appropriately * Full UK Manual Driving License |  |

**Interview Dates:** Thursday 20th May 2021 & Friday 21st May 2021

# Family Support Worker

The Family Support Worker will be responsible for the delivery of support services for families/carers and young people living at and making the transition from the Good Shepherd Centre. The role will include the provision of family support, outreach activities and delivery of intervention support which is tailored to the specific needs of families.

This post is funded by The Promise Partnership which was an investment from Scottish Government intended to deliver change in line with Scotland’s commitment to creating capacity in the ‘care system‘ to #KeepThePromise and provide holistic family support. The GSC has made a commitment *to* ***Grow Our Supports, Partnerships and Family spaces to nurture relationships and keep young people and families connected***.

Designation of post and position within organisational structure

**Job description**

Position title: Family Support Worker

Reports to: Wellbeing Manager

Location: Bishopton

No. of hours: Part time, 18.5 hours per week

Pattern of work: Within Monday to Friday with a degree of flexibility and some weekend working may be required

Period of employment: Fixed term for 12 months

Salary guideline: £17,039.47 per annum

**Overall Objectives of the Job**

This post is funded by The Promise Partnership which was an investment from Scottish Government intended to deliver change in line with Scotland’s commitment to creating capacity in the ‘care system’ to #KeepThePromise and provide holistic family support. The GSC has made a commitment *to* ***Grow Our Supports, Partnerships and Family spaces to nurture relationship and keep young people and families connected***.

The Family Support Worker will be responsible for the delivery of support services for families/carers and young people residing and making the transition from the Good Shepherd Centre. The role will include the provision of family support, outreach activities and delivery of intervention support which is tailored to the specific needs of families.

**Key responsibilities and competences are to:**

1. Identify, develop and provide individualised packages of support that are responsive and timely to meet the assessed needs of young people and their families or carers.
2. Complete assessments with young people and their families/carers using a strength-based approach to what is working well to inform what support is required, listening to the young person, families/carers and exploring what they need to flourish.
3. Following the completion of assessments, determine the most appropriate way to support the young people and their families/carers with focus on the wider family context to address specific, isolated and individual issues within the family.
4. Provide tailored intervention programmes for the young people and their families/carers where appropriate and recognise the impact of trauma, supporting families to heal.
5. Work with and build a trusting partnership relationship with young people, families/carers.
6. Be familiar with the Family Support Principles as outlined within The Promise and an understanding of a strength-based approach and trauma informed practice.
7. Liaise effectively with the multidisciplinary team within the GSC and with other external organisations to promote agency to young people, families/carers to have a say about people who support them.
8. Provide relational support to young people and families/carers during family time and observing and helping the family dynamics, including helping young people to reconnect with their families/carers within the local community and home environment.
9. Attend and contribute to relevant multi-professional meetings.
10. Work in an integrated way with other services to meet the needs of the young people, families/carers.
11. Assist in the process of re-integrating young people into education, socially and recreactionally.
12. Participate, comply and contribute to the monitoring of outcomes, evaluation and review of The Promise Partnership Project through the reporting framework informing and analysing the resulting change.
13. Ensure that the quality of records and preparation and content of appropriate reports for internal and external meetings are of a high standard in terms of content and accuracy.
14. Ensure you have an understanding of and adhere to Good Shepherd Centre policies and procedures.
15. Comply with the GSC Health and Safety Policy, data protection policy to protect your own and others health, safety and welfare.
16. Ensure you have an understanding of, and comply with the GSC procedures for promoting and safegaurding the welfare of the young people.
17. Develop skills and competencies that assist in the delivery of the project through engagement with supervision, performance appraisals, including training and practice development opportunities.
18. Work flexibly with patience and a persistent approach due to the complex and challenging needs of the families/carers which may include evening and weekend working.
19. Carry out any other reasonable duties as required.

**Person specification**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * You must possess, be working towards or willing to complete equivalent qualifications recognised by the Scottish Social Services Council. This would be a minimum of a Higher National Certificate (in Social Services) and the Scottish Vocational Qualification at Level 3 or above in Social Services (Children and Young People). | * Family Support Worker Diploma or other relevant training in Family Work including family mediation. |
| **Experience** | * Substantial experience within the family support work field. * Experience of,or the ability to, demonstrate the competence to work directly with individual young people and familes who are facing difficulties and to support in identifying and assessing their needs and make appropriate planned responses which seek to improve outcomes. | * Previous experience in a residential child care or youth work/community work setting. * Previous experience in working with young people with complex needs. * Experience of working with a wide range of other professionals to deliver family support to young people and their families. * Experience in delivering and/or leading family work interventions. |
| **Professional Registration** | * Scottish Social Services Council Registration (SSSC) or equivalent regulatory professional body. This is a legal requirement within the Care sector for individuals to be registered under the correct category within the six month timescale of the commencement of employment. |  |
| **Professional Qualities** | * Have a working knowledge and understanding of the work practices, processes and procedures relevant to family support. * Have empathy and sensitivity to the needs arising from a wide range of family dynamics. * Good understanding of young people and the issues that affect family dynamics. * Good written and verbal communication. * Ability to develop, build and maintain effective relationships with young people, families/carers and other networks. * Excellent interpersonal and communication skills. * Ability to work on your own initiative and to work independently to an agreed plan of work. * Ability to work in collaboration and effectively with other team members and colleagues from other agencies. * Competent IT skills in word processing, spreadsheets, use of databases, email and online platforms including Zoom and MS Teams. * To demonstrate a commitment to upholding and promoting the Values of the GSC, namely Kindness, Nurturing, Resilience, and Rights Respecting. | * Good working knowledge of trauma informed care. * Knowledge of the SSSC Codes of Practice. * Knowledge of the GIRFEC Framework and SHANARRI Indicators. * Previous experience in assessment, care plans, planning, recording and decision making. * Knowledge and understanding of the Health and Social Care Standards requirements and Secure Care Pathway and Standards Scotland. |
| **Personal Qualities** | * The ability to communicate effectively with young people and families/carers in different settings including a residential environment. * Good self-awareness and ability to learn continuously and adapt behaviour effectively in response to working with young people, families/carers. * Commitment to own personal and professional development. * Understandng of the principles of confidentiality. * Calm, patient and non-judgemental attitude. * Friendly & personable manner, flexible approach to duties. * A willingness to undertake training as required. * Full UK Manual Driving License |  |

**Interview Dates:** Tuesday 25th May & Wednesday 26th May 2021.

# Benefits

Below is a summary of our typical Statement of Main Terms and Conditions of Employment

Annual leave

Generous

* 20 days plus 12 public holidays
* Additional annual leave entitlents at service anniversaries; 25 after 5 years and 28 days after 10 years
* Pro-rata entitlements for part-time staff

Pension

* Employer contribution at 21.8%

Other benefits

* Life Assurance 3 x salary, subject to being a member of the pension scheme
* Cycle Scheme
* Employee Assistance Programme
* Blue Light Card scheme
* Lunch/meals
* Car parking

# 

# How to apply

We hope you have found the information in this pack both useful and informative.

If you are looking for a new and exciting role in the third sector and would welcome the opportunity to help young people achieve their potential, then please complete our application form which can be also be requested by emailing [applications@goodshepherdcentre.org.uk](mailto:applications@goodshepherdcentre.org.uk) and returned before **noon on Tuesday 10th May 2021.**

Please note, we are strictly unable to accept CV’s.

Applications will be shortlisted for interview by matching the details given in their application against the job description and person requirements. We would therefore ask you to provide clear evidence to show how your experience, skills and knowledge match those requirements.

We are developing an innovative selection process to have a focus on values and engagement with young people.

Thank you for your interest in these roles. If you have any questions at all, please do not hesitate to [emma.sinclair@goodshepherdcentre.org.uk](mailto:emma.sinclair@goodshepherdcentre.org.uk) or on 01505 864500.

Best wishes,

The Good Shepherd Centre

***“We heard of numerous opportunities for staff to take part in various projects and groups aiming to effect positive changes.” Care Inspection report, June 2020 (February 2020 Inspection)***

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