



Working With Horizons

Horizons vision is for young people within our care to thrive in a positive living experience, which meets and exceeds the requirements of the National Care Standards.

Horizons ethos resonates with childcare theory including Dyadic Developmental Psychotherapy, Attachment Theory, Social Pedagogy and Opportunity led Life Space Interventions. Our care practice aims to promote the development of young people's coping mechanisms to resolve past experiences and enhance individual capacity in respect of life skills, self-esteem, confidence, and resilience.

Horizons provide, as standard, a staffing ratio of 1:1 who are competent and confident in working alongside young people with complex and sometimes challenging behaviours. Our young people may present with a range of physical, social or emotional needs and the specialised care we provide, requires to be adaptive and flexible in response.

Job Description: Senior Residential Care Worker

Responsible To: House Manager

Salary: £24,747.84 Per Annum
(Sleepover Payment and On-Call Payment is also applicable to this post.)

Working Hours: Rota System (Equates to 36 Hours Per Week)

Location:

Key Operational Functions/Duties:

- To work with the House Manager in implementing and developing the aims and objectives of Horizons.
- To provide a lead role in creating a nurturing, homely environment where young people are encouraged to develop their full potential.
- To enable and encourage young people in developing coping mechanisms to resolve past experiences and develop life skills, self-esteem, confidence and resilience.
- To undertake sleep in duties on a rota basis.
- To undertake on-call duties on a rota basis.
- To promote good relations between Horizons and the wider community.
- To promote staff development.



- To identify and assess training needs of staff and to participate in internal / external training courses as deemed appropriate by Horizons.
- To ensure accurate records are maintained in all matters relating to young people, staff and property.
- To participate in staff meetings, senior staff meetings, and any other appropriate meetings as designated by the House Manager.
- To undertake regular supervision of staff and students within the House, in conjunction with the House Manager.
- To ensure good and effective communication systems.
- To liaise appropriately with all staff working across Horizons, and external agencies.
- To undertake any other duties as reasonably requested by the House Manager, or Senior Management Team.

Person Specification:

- You must be a fully qualified, experienced residential care worker with appropriate academic and practice qualifications as determined by the Scottish Social Services Council (SSSC).
- Ideally, you will be qualified to SVQ 4 status, however, the right candidate will be encouraged and supported to undertake this to meet registration requirements of a 'Care Worker with Supervisory Responsibilities' as determined by SSSC.
- You must be able to evidence a career history of caring for vulnerable young people who have a range of support needs, including needs arising through disability, traumatic life experiences and/or family breakdown.
- Preferably, you will hold a current, clean Driving Licence and be ready and willing to transport young people using company vehicles.

Young People's Participation:

Recent consultation with our young people generated the following list of attributes that they would like in staff who support with daily living:

“Good workers will: be kind / be helpful / listen to people / have a good sense of humour and be funny / always be their best with you.”