

Gloucestershire Young Carers

Person Specification – Young Carer Key Worker

At Gloucestershire Young Carers, we value passion, lived experience, and a willingness to learn. If you don't meet all the criteria but feel this role is for you, we encourage you to apply.

Experience, Knowledge, and Qualifications

- Experience of working with children, young people, or families in a supportive role.
- Understanding of the impact of caring responsibilities on young people.
- Experienced in leading group activities for young people, motivating engagement and maintaining boundaries.
- Familiar with safeguarding procedures and a commitment to keeping young people safe.
- Knowledge of best practice and legislation related to supporting young people and their families.
- A qualification at Level 3 or above in Social Care, Youth Work, Health, Education, or relevant experience that demonstrates your ability to succeed in this role.

Key Behaviours and Competencies

Focuses on People

- You communicate sensitively with children, young people, and families, building trusting relationships.
- You demonstrate a commitment to ensuring young people have a voice in shaping their support.
- You establish and maintain effective and appropriate relationships with children, young people, families, and professionals.
- You listen actively, valuing diverse perspectives and contributions.

Takes Ownership

- You take responsibility for your work, following through on commitments.
- You support young people and families in navigating challenges.
- You embrace learning opportunities, reflecting on your practice and using feedback to develop.
- You take safeguarding seriously, ensuring the safety and well-being of young people in all situations.

Works Collaboratively

- You engage effectively with professionals from statutory and voluntary agencies, ensuring joined-up support.
- You cultivate a team ethos, sharing knowledge and learning with colleagues.
- You proactively address challenges, working with others to find solutions.
- You actively encourage young people to participate in peer support, groups and activities.

Communicates Effectively

- You adapt your communication style to suit different audiences, ensuring inclusivity and understanding.
- You provide clear, accurate records and reports utilising IT systems to communicate effectively.
- You can confidently advocate for young carers, ensuring their voices are heard.
- You challenge constructively when needed, always maintaining professionalism and respect.

Focuses on Results

- You work towards positive outcomes for young people and their families, assessing needs and setting clear goals.
- You show determination and creativity in overcoming barriers and solving problems.
- You demonstrate competent time management by balancing workloads and prioritising tasks effectively to meet deadlines and achieve goals.
- You inspire and motivate young people to reach their potential.

Other Requirements

- Commitment to ongoing learning and development.
- Confident in lone working and travelling across rural and urban areas.
- Willingness to work flexibly, including regular evenings and occasionally at weekends.
- Full UK driving licence and access to transport.

All staff appointments are subject to DBS checks.

We welcome applications from diverse backgrounds and are committed to ensuring accessibility throughout the recruitment process for any additional needs you may have.