

RAINBOW TRUST CHILDREN'S CHARITY

PERSON SPECIFICATION – Specialist Paediatric Worker

	Essential	Desirable
Experience (Previous roles, types of organisations)	Professional experience of working with children and families Sustained provision of total care for child/young person with complex needs or disability (4 hours plus a shift) Providing services in a health, social care, youth or educational setting Safeguarding children and vulnerable adults practice Working in a stressful and emotional environment	
Special Competencies (Specific job-related skills knowledge understanding)	Excellent communicator – both verbal and written Understanding of principles of information sharing and data protection Sensitive to understanding the effects of living with life limited/threatened child/young person	
Disposition (Influence over others, dependability, self-reliance)	Conscientious and disciplined approach based on defined standards Consistent and methodical to produce error-free work Supported by management to assure confidence Co-operatively developing harmonious working relationships Patient with repetitive routines, completing one task at a time Outgoing and friendly – tactful and considerate of others	
Thinking Style (Practical, conceptual, innovative, traditional, change orientated)	Minimizing risk Adherence to established guidelines and procedures Detailed and accurate Decision making with support of management and by the book	
Attainments (Academic & prof qualifications & training)	NVQ Level 3 – Health & Social Care or Childcare Nursery Nurse qualification or equivalent	
Motivation (Ambition, money, security)	Recognised for being a specialist and producing high quality work Helping others and working within a supportive team Developing knowledge and competency through training and experience	
Circumstances (Mobility, special demands of job, unsocial hours)	Full current driver's licence and own car Commitment to own continuing professional development Physically fit – able to move a child/young person with hoisting equipment Available to work shifts during the day, evening, weekends and nights Ability to recognise personal and professional stress and to access appropriate support	