



JOB DESCRIPTION	
Job Title	Care Assistant – Residential Care
Portfolio	Social Services
Reports to	Home Manager
Location	
Job Purpose	
Residential care provides a safe, homely environment for older people to live well, where personal control, choice and independence is maximized.	
Our residential care assistants support individuals in a person centered way, taking time to get to know people, providing care and support in a way that ensures we listen to what matters to them.	

Principal Accountabilities
<ol style="list-style-type: none">1. Offer assistance in according with each persons Individual Care Programme highlighting changing needs, effectively meeting social, emotional and spiritual physical care needs and participating in case conferences and reviews.2. Fulfil the key worker role for a small number of people, getting to know their likes interests and what matters to them.3. Keep records are kept in accordance with County Council Guidelines.4. Support individuals with all aspects of daily living including personal care (e.g assistance to wash, bathe, manage continence) ensuring support is provided in a safe, sensitive and respectful manner.5. Support with dietary, nutritional and health.6. Support individuals to express their wishes and feelings, to ensure that they have opportunities to influence the quality of care the receive, using .7. Support individuals to maintain relationships within the Home, with family and with the wider community to ensure they maintain meaningful contact with key people in their lives.8. Create a supportive environment, where personal control and independence is maximized.9. Follow County Council Policies and Procedures and Best Practice Guidance and observe personal work place Health and Safety Standards.10. Undertake training as needs are identified, to contribute to team and staff meetings.

Supervision/Management of People
None

Employment Checks/Specific Requirement i.e. DBS
None
Special Working Conditions
None

Person Specification		
<i>The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.</i>		
Academic/ Professional Qualification	Essential / Desirable	How this will be assessed?
QCF Level 2 in Care or commitment to achieving this.	Desirable	Application
Knowledge and Experience		
Good understanding of the needs of older people who are additionally vulnerable as a result of physical disabilities, sensory impairments and mental health/ dementia related problems.	Essential	Application
Understand and skill in developing relationships and responding to holistically to Resident's needs.	Desirable	Interview
Skills		
Good record keeping and communication skills.	Essential	Application
Excellent team player abilities.	Essential	Interview
Commitment to follow County Council Policy, Procedure and Best Practice Guidance.	Essential	Interview
Commitment to provide the highest possible quality support to Residents.	Essential	Application/Interview
Welcome and support family carers and other visitors to the Home.	Essential	Interview
Flexible in approach to work and open to learning.	Essential	Interview
Friendly, warm, enthusiastic and sensitive to the needs of others.	Essential	Interview
Able to cope in difficult circumstances and balance individual and group needs.	Essential	Interview
Self motivated and take personal responsibility to perform duties to the required standard.	Essential	Interview
Ability to speak welsh	Desirable	Application/Interview
Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?

Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview