



JOB DESCRIPTION

RESIDENTIAL ADULT CARE WORKER

IDEM Living Ltd offer an Induction and ongoing training to all successful applicants.

All applicants are subject to verified references and enhanced DBS checks.

As a Residential Adult Support Worker for Idem Living we would expect you to undertake the follow tasks:

- Deliver the highest level of support at all times to all the people in our care.
- Be committed to working in a person centered approach.
- Be able to complete all necessary paperwork to the highest standard, giving a clear outline of the progress and development of the person on a day to day basis.
- Be confident in maintaining a high level of communication with all relevant professionals.
- Work within the guidelines of the individuals care plans, whilst constantly reviewing them and offering support with changes that may come about within these plans.
- Be committed to helping the people in our care to learn new skills and where appropriate to help them to live independently.
- Be willing and able to work a 24 hour rolling rota, to include weekends, bank holidays and public holidays.
- Display a good level of team work – supporting colleagues with tasks, helping to cover holiday and sickness of colleagues and being prepared to cover at short notice if required.
- Be able to undertake domestic tasks around the home to ensure that the highest standards are being met at all times.
- If not already in possession of, be willing to work towards an NVQ Level 3 social care (adults)
- Attend meetings and training courses as required.
- Comply with Idem Living Policies and Procedures.
- Uphold the person's confidentiality.
- Demonstrate a commitment to safeguarding adults.

The above list is not exhaustive and we would expect successful applicants to complete additional tasks as required.

We would also hope that employees of Idem Living would enjoy their time at our Company and find their career rewarding and worthwhile. IDEM Living is dedicated to being an ethical and professional organisation, we believe in treating everybody fairly and equally, and value creating a positive atmosphere for the people we support.



Residential Adult Support Worker

Person Specification

All persons employed by Idem Living are expected to possess the following attributes:

- Have a strong commitment to providing the highest level of support to the people in our care.
- Have an ability to understand the individual needs of people and to be able to meet these needs consistently and safely.
- Have knowledge of relevant legislation and be prepared to keep themselves updated on changing legislation and how this affects their day to day working practices.
- Be willing and able to forge a strong relationship with the people who they are supporting, as well as key people in that person's life, including family and professionals.
- Have excellent team work skills, being able to share information effectively, working to support team members at all times.
- Be flexible, able to cover shifts at short notice, able to work 24 hour shift patterns to include week ends, bank holidays and public holidays.
- Be able to demonstrate flexibility in the care being provided to the person in line with changes within a care plan.
- Be able to show a high level of commitment to safeguarding adults, have a good understanding of safeguarding procedures and an ability to make safeguarding decisions for themselves.
- Have a knowledge of Whistleblowing and be willing to do so if an adult is considered to be at risk.

The ideal candidate would have the following:

1. NVQ Health and Social Care (adults)
2. An ability to remain calm when under pressure
3. Able to prevent the escalation of an incident and an ability to take ownership of debrief if an incident is unavoidable.
4. An experience of working with adults with challenging behaviours.
5. An understanding of the experiences of adults and young people living in care.
6. A standard range of domestic skills and be able to undertake them on their own initiative.
7. Have received necessary training and be willing to undertake any training deemed necessary to undertake their role.
8. Have experience in working with all relevant professionals relating to adults with behavioural and emotional difficulties and have the ability to share accurate information with professionals in order to ensure they receive the best level of support available to them.