



**A LIFETIME OF
EQUALITY, RESPECT
AND LOVE
FOR CARE EXPERIENCED PEOPLE**

Who Cares? Scotland Job Specification

Post Title:	Research and Link Worker (WC?S, CHS, Children's Services)
Salary range	£18,197 – 22,746 pro rata (salary scale 1.0 – 1.5)
Hours of work	21 hours for the first 6 months (August 2019 – February 2020) 35 hours per week (March 2020 – March 2021)
Area	Based in Macmerry, Randall House within Children's Services Travel required between Musselburgh, Haddington and Macmerry
Contract	Fixed term contract for 18 months, start date in August 2019
Responsible to	Line managed by Sharon Berrie, Who Cares? Scotland
Last update	June 2019
Application closes	Friday 2 nd August 2019, 5pm. Interview dates to be confirmed.

Introduction

Who Cares? Scotland is Scotland's only national independent membership organisation for Care Experienced people. We want to secure a lifetime of equality, respect and love for Care Experienced people by 2022 in Scotland.

Who Cares? Scotland and East Lothian Council welcomes applications from individuals who wish to work with Care Experienced young people and also develop their own research and evaluation skills. East Lothian Council is committed to helping Care Experienced Young People develop skills that will support them in future employment. The applicant does not require to have experience in research and evaluation but must show a willingness and a desire to gain these skills.

This post is open to Care Experienced Young People between the age of 18yrs – 26yrs only. Using 'Who Cares? Scotland' definition of 'care experienced' as a child who has;

- Lived in foster care
- Lived in residential care
- Been in kinship care – living with a family member other than your parents or a family friend (either formally or informally)
- Adoptees
- Lived at home with involvement from social services

Purpose of the post

The post is focused on the engagement of Care Experienced young people in Peer Flatmate Scheme. The post holder will work alongside a dedicated Housing Support Agency and the Council to ensure Care Experienced young people live in an environment where their voices and views are heard and they are enabled to bring about positive change.

The post holder will utilise their own experiences to work within the Housing and Homelessness Teams, to evaluate whether their services are fit for purpose for care leavers. With support from East Lothian Council Strategy Team, the post holder will be guided to carry out research and evaluation, providing recommendations for strategic, policy and protocol change within East Lothian Council.

The post holder will enable care leavers in the Peer Flatmate model, and those in other housing situations, to engage and participate in the research. They will use imaginative approaches and their own insight in the role.

Towards the end of the 18 month contract, the post holder will be supported to ensure they can communicate their skills and experience to support them to move on to different employment opportunities.

Main Duties and Responsibilities

Research, Evaluation and Monitoring:

1. To develop and conduct an evaluation of East Lothian Council's Homelessness and Housing protocols regarding Care Leavers.
2. To carry out interviews and focus groups with relevant colleagues
3. To provide a number of recommendations regarding how East Lothian Council can better support Care Experienced Young People.
4. To implement the recommendations.
5. To produce reports when required to update teams on the development of the evaluation.

Engagement and Participation:

6. To ensure that young people are given opportunities to develop skills and understanding of how they are progressing in their development.
7. To ensure that tenants in the Peer Flatmate Scheme are given opportunities to contribute, engage and participate in decisions about the housing model and service development.
8. To develop positive relationships with the tenants in Peer Flatmate Scheme
9. To work effectively with East Lothian Council Housing and Children's Services colleagues to involve and engage a growing number of young people with experience of care.
10. To work alongside The Champions Board to support young people with care experience to engage with wider service development.

Partnership Working:

11. To work in collaboration with community representatives for the benefit of Care Experienced children and young people.
12. To develop and maintain excellent working relationships with different Council departments (Homeless Team, Housing Strategy, Property Maintenance etc) as well as partner agencies including the Housing Support Agency.
13. To develop excellent working relationships with the Peer Flatmate and help them to understand the challenges Care Experienced Young People face.

Awareness Raising and Promotion:

14. To be an enthusiastic and committed ambassador for Care Experienced young people in East Lothian.
15. To raise awareness within East Lothian Council of the challenges Care Experienced Young People face, working alongside The Champions Board
16. Promote Research Recommendations and help East Lothian Council employees to understand why they are important.

Monitoring and evaluation:

17. To ensure the funding requirements are met and that the impact of the work is recorded, monitored and evaluated.
18. To provide reports as required in relation to the project.

Other Duties:

19. To undertake any other duties in line with this post as directed by line management
20. Adhere to Who Cares? Scotland's policies, procedures and values at all times

Communication

The post holder will have key contacts with:

- Young people
- Active Communities

- Advocacy and Influencing team colleagues
- Community based agencies and representatives
- Public Sector Corporate Parents
- Local Authorities

Teamwork is important to the smooth running of the organisation and all team members are required to play an active part. This is important in relation to liaison with colleagues and, ensuring that the project provided meets grant requirements and contributing to the national work of the organisation.

Working environment

You will be based at East Lothian Council's Randal House, with an expectation that you will sometimes work from other ELC and Who Cares? Scotland offices. Some evening and weekend work may be required.

Attitudes and values

Commitment to:

- The rights of all children and young people
- Working inclusively with an understanding of equal opportunities practices
- Creating an environment that is friendly, approachable and appropriate
- Belief that young people can make transformative change happen in their lives if given the opportunity
- Learn and develop on the job, and develop best practice through regular supervision and training opportunities
- A belief that through the creation of positive relationships, and inter-agency, inter-disciplinary working, young people can be supported to improve their housing options and make informed choices about their future
- A belief that Housing is a human right, and that young people should be supported to achieve stability in their housing

Essential knowledge, skills and experience

Qualifications:

- A full driving license is desirable

Knowledge:

Demonstrable knowledge of:

- The care system in Scotland
- Children's rights
- Child protection issues
- The issues affecting young people who are looked after away from home

- Housing issues affecting young people in care or with experience of care
- An understanding of difficulties young people might face in managing a tenancy

Skills and Competencies:

- Ability to work collaboratively as part of a team and on own initiative
- Ability to manage your time and workload effectively to meet deadlines
- Ability to travel
- Ability to effectively evidence and plan work
- Ability to communicate effectively to a range of stakeholders
- Ability to form positive relationships with children and young people
- Ability to work some evenings and weekends, with possible overnight stays
- Working knowledge of the Microsoft office suite

To be eligible to apply for this post, you should meet the criteria for the post and have experience of the care system as detailed above.