



SPECIALIST CARER – BAND 3

SALARY	£24,228 - £25,675 per annum (AFC equivalent, dependant on experience)
LOCATION	Barnet (North London)
HOURS	37.5 hours per week (full time)
CONTRACT	Permanent
REPORTING TO	Senior Specialist Carer Head of Clinical Services

JOB DESCRIPTION

As part of the Specialist Care Team you will be required to facilitate clinical and holistic care to babies, children and young people in our care. You will be required to work in our Woodlands inpatient unit, our families' homes and in the community, delivering the highest quality family-centred palliative care. You will need to be available to work a variety of shifts across a rota including days, evenings and weekends. There will also be regular travel across our operating region.

Specialist Carers provide care for children and young people with life threatening and/or life limiting conditions and support for their families and carers. This will involve working collaboratively with the family, and internal and external multidisciplinary teams and colleagues. You will use your skills, knowledge and expertise in a variety of situations within the hospice as well as out in the community and in family homes. You will be trained and competent to work as a lone worker in the community. Shift patterns will include a rotation of weekend, bank holidays, early morning/evening and night shifts, which are an integral part of the service delivery.



You will safeguard all children and young people accessing our services, by responding to concerns raised in a timely and appropriate manner and effectively escalating these in accordance with policies and procedures.

ABOUT YOU

You will work with babies, children and young people with life threatening and life limiting conditions, including children with special needs. You will enjoy creating experiences, activities and play for those in your care, as well as working with your team to ensure their clinical needs are met.

You will understand and adhere to policies and procedures at all times, underpinned by competency in clinical skills, and will be supervised by a Senior Specialist Carer and/or Registered Nurse.

A full driving licence and access to your own vehicle for business use is essential to cover our wide geographical operating region.

As a valued member of Noah's Ark Children's Hospice, we will offer you free uniforms, free DBS, ongoing professional support and role specific training. Time for travel will be paid, including free car parking and a generous mileage allowance.

KEY TASKS & RESPONSIBILITIES OF THE ROLE

CLINICAL PRACTICE

1. Ability to prioritise and innovate when working in partnership with babies, children, young people and families, demonstrating sensitivity to their individual needs by promoting play, inclusion, comfort, dignity, privacy and quality of life.
2. Undertake duties relating to the care and personal care needs of the baby, child or young person. This will include washing, feeding, play and general activities.
3. Provide a high standard of personalised holistic home care to babies, children and young people with life-limiting and life-threatening conditions.
4. Ensure the safety of the baby, child or young person by monitoring and reporting all concerns and any changes to parents and Nurse Team Leader as necessary.
5. Under the supervision of a Senior Specialist Carer and Registered Children's Nurses, provide a high standard of healthcare, always in partnership with the family.
6. Adhere to the personalised plan of care for each baby, child or young person and to Noah's Ark Children's Hospice's policies.
7. Work closely with the play team creating fun and exciting ways to help the development and wellbeing of the child/young person in their care.
8. Promote and sustain a suitable environment in which the baby, child or young person feels safe and comfortable, being aware of individual physical, social, emotional and spiritual needs.

RESPONSIBILITY

1. Work independently and autonomously once trained and assessed as competent, referring any concerns about a child's care immediately, in line with Safeguarding guidelines.
2. Attend 1:1 supervision and Specialist Carer team meetings as required.
3. Communicate with babies, children, young people, families and the multidisciplinary team in a professional way whilst respecting client confidentiality.
4. Work in partnership with other team members, the wider multidisciplinary team and other external/partner agencies who are also working with the same family.
5. Role model best practice that adheres to Noah's Ark values, policies and procedures.
6. Live Noah's Ark's values – kindness, courage, and excellence.

EDUCATION

1. Undergo appropriate training and competency frameworks to gain care competencies.
2. Complete all mandatory training and clinical training to support the role.



3. Understand your limitations and the importance of not providing care where you have not been trained or passed as competent; working within own scope of competency and being accountable for actions and omissions.

GOVERNANCE

1. Have a knowledge of safeguarding children and young people.
2. Maintain accurate records in accordance with GDPR guidelines and confidentiality frameworks using the correct Noah's Ark documentation and databases.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ol style="list-style-type: none"> 1. Minimum of GCSE grade C in English and Maths (or equivalent). 2. Evidence of a formal qualification (NVQ or Care Certificate) or willingness to complete. 3. Competent I.T. skills 	<ol style="list-style-type: none"> 1. Willingness to undertake specialist training in complex health needs including tracheostomy care, enteral feeding etc. with support. 2. NVQ level 2/3 (health and social care) qualification or equivalent
SKILLS / KNOWLEDGE / EXPERIENCE	<ol style="list-style-type: none"> 1. Experience of caring for babies, children and young people in a professional setting such as early years, school or health care. 2. Understand the importance of play and fun when caring for children/young people. 3. Excellent written and verbal communication skills. 	<ol style="list-style-type: none"> 1. Experience working with babies, children and young people with life threatening and life limiting conditions, including children with special needs. 2. Experience of providing total care for babies, children and young people with complex needs or disability for sustained periods e.g. 4 hours. 3. Experience of using equipment such as hoists and suction machines 4. Awareness of legal and ethical issues affecting children, young people and their families. 5. Understanding of current issues and best practice in children's palliative care.
BEHAVIOURAL / PERSONAL	<ol style="list-style-type: none"> 1. Ability to work alone and to use initiative to respond assertively. 2. Enthusiastic and confident approach to work. 3. Flexible attitude and approach to the changing work environment. 	

	<ol style="list-style-type: none"> 4. Adopt a mature approach to personal and professional boundary setting with children, young people and their families. 5. Demonstrate honesty, integrity, care and compassion at all times. 6. Proven track record of reliability. 7. Maintain confidentiality of the children, young people and families. 8. Live Noah's Ark's values - kindness, courage and excellence. 	
<p>MISC</p>	<ol style="list-style-type: none"> 1. Enhanced Disclosure & Barring Service (DBS) check 2. Willing to undergo immunisation checks and immunisations where applicable. 3. Full driver's licence. 	



CHARITY BENEFITS

ANNUAL LEAVE

25 days, rising by a day after each completed year up to 30 days. We also offer the ability to buy or sell up to 5 days annual leave each year.

SEASON TICKET LOAN

An interest-free loan is available to all staff to purchase a season ticket.

LEARNING AND DEVELOPMENT

Each employee receives suitable training and development opportunities

PENSION

Provided by Aviva, with contributions up to 8% (4% employee, 4% from employer). Nursing staff are offered the NHS pension.

FLEXIBLE WORKING

Flexible working opportunities are available to staff dependent on the charity's needs.

LIFE ASSURANCE

Staff will receive Life Assurance (Death in Service) provided by Canada Life Group Insurance. The benefit basis is 4x annual salary.

PAID MEMBERSHIP TO BLUE LIGHT CARD

Staff will receive a Blue Light card membership giving discounts to a number of well-known brands and stores.

BIKE2WORK SCHEME

Salary sacrifice scheme offering the opportunity to purchase a bike and accessories, with tax free payments spread over a period of time.

SUBSIDISED CAFÉ

Freshly prepared hot and cold meals provided at The Ark daily at a subsidised rate.

STAFF REFERRAL SCHEME

Monetary incentive for staff when they successfully recommend a candidate for an open position.

HOW TO APPLY

Please send your completed application form to recruitment@noahsarkchildrenshospice.org.uk

The application form is available to download under the relevant vacancy at <https://www.noahsarkhospice.org.uk/work-with-us>

If you would like to have a confidential discussion about this role, please email the HR Team at hr@noahsarkhospice.org.uk or call 020 8449 8877.

We can't wait to
hear from you!



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Noah's Ark Hospice is a Company Limited
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Company Registration No. 3901606
Registered Charity No. 1081156



About Noah's Ark Children's Hospice

ABOUT NOAH'S ARK CHILDREN'S HOSPICE

Noah's Ark Children's hospice helps babies, children and young people who have life-limiting or life-threatening conditions, and their families, make the most of every day. We are here to enable those we support to enjoy life as children, rather than as patients, as families, not just as carers.

Our expert staff and trained volunteers provide clinical, emotional and practical support for families across north and central London and Herts Valley. We carefully adapt our support for every child and offer it wherever it is required - whether in their home, their community or at our state-of-the-art children's hospice building, The Ark, in Barnet.

THE ARK

Designed by families, for families, The Ark was opened in September 2019 by the Mayor of London. The Ark is a place of light and life, where you will find music, art, play and drama therapy; children blossoming in sensory and soft play rooms; and a fully accessible playground. The grounds offer wheelchair accessible outdoor experiences, including a Woodland Walk through a 7-acre nature reserve and a sensory walkway. At The Ark we are able to provide Specialist Care and Nursing for babies, children and young people, supporting their full clinical, emotional, social and practical needs. We have created a space where children who are seriously unwell are accepted as they are, safe to play, explore, express themselves and build confidence.



OUR VALUES

Our values capture who we are, and what we expect from staff and volunteers. They are the 'Noah's Ark way', and are reflected in everything we do.



KINDNESS

- We show compassion and empathy in all our interactions
- We put the child and family at the heart of all we do
- We are considerate: act thoughtfully and behave with integrity
- We go above and beyond
- We embrace diversity
- We create precious moments for children and their families
- We actively promote good mental health and look after our team
- We do not judge others for their differences



EXCELLENCE

- We are exacting and passionate about our mission
- Our expert and dedicated team is tenacious and solution focused
- We are pioneering, creative and adaptable
- We collaborate and build partnerships
- We listen and learn
- We are considered and reflective
- We plan and grow responsively and responsibly
- We invest in our people



COURAGE

- We are strong and ambitious in all we do
- We challenge the status quo, making bold resilience and aim to empower
- We help families and each other build resilience and aim to empower
- We act with candour and integrity
- We reach out to people in very difficult circumstances
- We do not shy away from making hard decisions or from challenging situations
- We are not afraid to ask for help