



Residential Childcare Worker

Join NW Care Group and Help Shape the Future of Young Lives

Are you passionate about making a difference in the lives of young people? NW Care Group is seeking dedicated and experienced Residential Childcare Officers to play a pivotal role in supporting children and young people aged 7-17 within our care homes.

About NW Care Group

NW Care Group is a nurturing children's service committed to supporting children and young people with complex backgrounds and challenging behaviour. We believe in creating a safe, supportive environment rooted in understanding trauma and attachment, empowering children to thrive and grow.

Position Details

- Location: Various locations across Greater Manchester in one of NW Care Group's dedicated residential homes.
- Position: Residential Childcare Worker
- Salary: £30,000 - £40,000 per annum (dependent on experience) plus bonuses on a full-time PAYE basis
- Development Opportunities: Progression to Senior roles

Key Responsibilities

Care and Support

- Provide tailored care to meet the physical, emotional, and educational needs of children.
- Build trusting relationships with young people to create a safe and nurturing environment.
- Support children during challenging situations with a calm and therapeutic approach.

Teamwork and Collaboration

- Work closely with team members to deliver consistent and high-quality care.
- Contribute to house meetings and share insights to improve care practices.

Compliance and Safeguarding

- Adhere to safeguarding policies and report any concerns promptly.
- Maintain accurate records of children's progress, incidents, and care plans.

Operational Duties

- Assist in the day-to-day running of the home, including activity planning and scheduling.
- Collaborate with external professionals, families, and stakeholders to provide holistic care.

Qualifications and Experience

Preferred Qualifications

- Level 3 Diploma for Residential Childcare (or willingness to work toward it).
- Commitment to completing further training and professional development.

Preferred Experience and Knowledge

- 1-2 years' experience of working with young people aged 7-17 and their families
Ability to handle challenging situations with resilience and empathy.
- Good working knowledge of the intervention strategies/programmes that can be used to support vulnerable children, young and families
- Good understanding of key childcare legislation, regulations, guidance and assessment frameworks

Key Skills and Attributes

- Empathy: Respond sensitively to the needs of young people.
- Caring: Genuine passion for supporting vulnerable children.
- Communication: Build positive relationships with children and colleagues.
- Organisation: Effectively manage time and maintain detailed documentation.
- Teamwork: Collaborate effectively with colleagues and external professionals.

Rewards and Benefits

Why Join Us?

- Comprehensive, paid induction training
- Opportunities for ongoing support, training, and career advancement
- Employee Assistance Programme
- Outstanding Service Employee of the Year Award (£3,000 voucher-based award)
- Employee of the Month Award
- Paid Blue Light Card for the first year of employment
- Long Service Award (£500 for 2 years, £750 for 5 years, £1,000 for 10 years)
- Pension Scheme
- Length of Service Holiday Scheme (up to an additional 3 days paid leave per year after 5 years of service)
- Refer a Friend Scheme (£100 for every successful recommendation)

Special Conditions

- Car User / full driving license required
- Willing and able to travel
- Full enhanced DBS is required
- Unsocial hours / weekend work is required
- Right to work in the UK

If you're ready to make a difference and support young lives, apply now to join NW Care Group as a Residential Childcare Officer.