

# Gloucestershire Young Carers

## Resource Team – Key Behaviours and Competencies

### Focuses on People

- You treat colleagues, young carers, families, and partners with respect and kindness.
- You make sure your work supports our mission and responds to the different needs of people.
- You are approachable and helpful, giving a good service to anyone who gets in touch.
- You build trust by being reliable and easy to work with.

### Takes Ownership

- You take responsibility for your work, checking it is accurate, good quality, and done on time.
- You notice problems early and do what you can to fix them.
- You look for simple ways to make our systems and processes work better for the team.
- You understand safeguarding is everyone's responsibility and act if you have concerns.

### Works Collaboratively

- You play your part in helping the team reach shared goals.
- You are flexible and ready to adjust when priorities change.
- You share useful information, ideas, and skills to make others' jobs easier.
- You help create a positive, respectful team spirit where everyone supports each other.

### Communicates Effectively

- You explain things clearly and in a way that suits the situation, whether face to face, on the phone, in writing, or online.
- You listen carefully to others and check your understanding.
- You are polite, professional, and respectful in all forms of communication.
- You share information in a timely way so others have what they need to do their jobs well.

### Focuses on Results

- You complete tasks to a high standard and on time.

- You stay organised, manage your workload well, and meet deadlines.
- You look for practical ways to solve problems and keep work moving forward.
- You help the team achieve positive outcomes for young carers by providing reliable support.

### Other Requirements

- Commitment to keeping children & young people safe employing best practice in safeguarding
- Commitment to ongoing learning and development.
- Confident in travelling across rural and urban areas.
- Willingness to work flexibly, including some evenings and weekends
- Full UK driving licence and access to transport (or ability to meet travel requirements by other means).

All staff appointments are subject to DBS checks.

**We welcome applications from diverse backgrounds and are committed to ensuring accessibility throughout the recruitment process for any additional needs you may have.**