Children Home of Hope

ADVERTISED VACANCY: CHILD AND YOUTH CARE WORKER

LOCATION: Home of Hope, Adelaide, Eastern Cape. Applicants must reside in one of the four beneficiary communities: Adelaide, Bedford, Cookhouse or KwaNojoli (Somerset East).

REPORTS TO: Senior Child and Youth Care Worker

BACKGROUND: Home of Hope in Adelaide, Eastern Cape, provides residential care and developmental support to 20 children.

DESCRIPTION: Provide continuous direct care, supervision and developmental support.

KEY RESULT AREAS:

Daily care and supervision

- Supervise children throughout day and night shifts.
- Provide age-appropriate infant, toddler and adolescent care.
- Receive and orientate newly admitted children, and support family contact and visits.
- Accompany children to school, court, health and other appointments.

Development and care plans

- Implement individual care plans and positive, non-violent behaviour support.
- Support hygiene, meals, sleep, schooling, homework and recreation.
- Assist with developmental, therapeutic, recreational and independent-living programmes.
- Promote and uphold children's rights, and model positive behaviour and practical life skills.

Records and safeguarding

- Maintain observations, handovers, incident reports and medication records.
- Identify and report abuse, neglect, exploitation or other safeguarding concerns.

CANDIDATE PROFILE:

Recognised child and youth care qualification (at least NQF level 4) and current registration with the SACSSP as a child and youth care worker, or a completed accredited child and youth care qualification with an application for SACSSP registration submitted; competence in trauma-informed care, child development, positive discipline, recordkeeping and paediatric first aid.

- Previous experience in residential child and youth care is an advantage.
- Child-centred conduct, reliable attendance, sound judgement and respect for confidentiality and professional boundaries.
- Clear communication, appropriate recordkeeping and willingness to complete required induction and continuing development.
- Working knowledge of the Children's Act 38 of 2005 and the rules and procedures of a child and youth care centre.
- Fluency in at least two of the three local languages (English, Afrikaans, isiXhosa); the ability to communicate with children in their home language is an advantage.
- Ability to work as part of a team; computer literacy and a valid driver's licence are an advantage.

WHICH ROUTE APPLIES:

This post is for applicants who hold a recognised child and youth care qualification and SACSSP registration, or who have completed an accredited child and youth care qualification and submitted an application for SACSSP registration. Both are paid the qualified CYCW salary, because they already meet the entry standard for the post. Existing Home of Hope helpers who have not yet completed an accredited qualification, including those currently studying, follow the separate Trainee Child and Youth Care Worker route instead, which gives them supervised practice and accredited learning towards the qualification. Until SACSSP registration and eligibility to practise have been verified, an appointee may not count as qualified cover on the roster.

WORKING ARRANGEMENTS: Rostered day and awake-night shifts, including weekends and public holidays as agreed. Awake-night, weekend and public-holiday work is subject to applicable working-time and remuneration arrangements. Trainees and support assistants do not replace the qualified cover required by the approved roster and are never left as sole carers.

EXPECTED RESULTS: Children receive continuous safe supervision, planned routines and timely, accurate care records.

APPOINTMENT AND SAFEGUARDING: Appointment or placement is subject to identity, references, qualifications and applicable registration checks, including National Child Protection Register Part B, National Register for Sex Offenders and police checks. Complete the required safeguarding checks, written terms, confidentiality undertaking and induction before duties begin.

REMUNERATION: R10,000 gross per month.

APPLICATION PROCESS: Applicants should submit a CV, copies of qualifications, proof of current SACSSP registration (or of a completed qualification and a submitted SACSSP registration application) and the details of contactable referees. Only shortlisted candidates will be contacted. Home of Hope reserves the right not to make an appointment.

Applications to: admin@cwfct.co.za

Subject: Child and Youth Care Worker Recruitment

Closing date: 24 November 2026 at 16:00