



PERSON SPECIFICATION

JOB TITLE: Support Worker

This form sets the standards for the person needed for this job on this occasion, and also suggests the questions that will be asked at short listing and interview stage. The requirements are job-related and specific to the job description and marked E(essential) or D(desirable) as appropriate.

	Requirements	E/D	Measurement
<p>Skills, Knowledge and Experience</p> <p>Previous experience – consider type, absolute minimum period, depth</p> <p>Consider evidence from outside interests and voluntary work</p> <p>Level and type of e.g. oral, written, or number skills or other job related skills such as driving</p> <p>What creative or original thought is needed for the job?</p> <p>Are there any language skills required</p>	<p>A commitment to working with people who have learning disabilities, mental health issues, physical disabilities or complex support needs in a community care setting.</p>	E	Application form, probing at Interview
	<p>Previous experience of providing support and enablement services.</p>	D	Application form, probing at interview
	<p>Effective communication skills sufficient to engage with colleagues and external partners. The ability to write clear and concise written records.</p>	E	Application form, test after short-listing, probing at interview
	<p>Ability to communicate with individual service users who may rely on a variety of communication skills such as Makaton, picture, signs or talk boards.</p>	E	Probing at interview
	<p>Language skills that may support individual service users for whom English is not their first language</p>	D	Application form, Probing at interview.
	<p>A commitment to providing quality services including individually tailor made services that reflect the diversity of the local community.</p>	E	Application form, probing at Interview

	<p>Ability to prioritise and organise work to set standards and work to clear objectives.</p> <p>A commitment to working within legislation, regulations and procedures such as Valuing People Now, Adult Safeguarding, REACH standards for supported living, National Framework for Mental Health, Supporting People, CQC Domiciliary Care Regulations.</p>	<p>E</p> <p>E</p>	<p>Probing at interview</p> <p>Application form, probing at Interview</p>
Equal Opportunity	<p>Must be able to recognise discrimination in its many forms. Must be willing to put the organisations Equal Opportunity Policy into practice.</p> <p>Must be proactive in upholding service user's rights and in meeting the needs of disadvantaged groups in a social care setting.</p>	<p>E</p> <p>E</p>	<p>Application form, probing at Interview</p> <p>Application form, probing at Interview</p>
Qualifications and Training Academic Professional Job-Related Training Vocational Training	<p>NVQ2 in care or the willingness to undertake and obtain this award with the support of the organisation. The willingness to undertake job-related training as required.</p>	<p>E</p>	<p>Application form, Documentary Evidence, Probing at interview.</p>
Attitude and Motivation In working with teams, partners, stakeholders what characteristics are required? What stress or pressure will this job entail.	<p>A commitment to working in partnership with services users, family carers, commissioners and other professional agencies.</p> <p>Ability to work on own initiative and as a part of a team</p> <p>Ability to work under pressure and to respond effectively to crisis situations</p>	<p>E</p> <p>E</p> <p>E</p>	<p>Application form, probing at Interview</p> <p>Application form, probing at Interview</p> <p>Probing at interview</p>
Other Unusual hours Travel requirements On call duties	<p>Ability to work as required to meet the needs of 24/7 service provision</p> <p>Ability to drive and have access to a car which they are prepared to use for business purposes.</p>	<p>E</p> <p>D</p>	<p>Probing at interview</p> <p>Probing at interview</p>