

PERSON SPECIFICATION

This form sets the standards for the person needed for this job and also suggests the questions that will be asked at the interview stage. The requirements are job related and specific to the job description and marked essential or desirable as appropriate.

POST TITLE: SUPPORT WORKER

FACTOR	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Able to demonstrate a good standard of literacy and numeracy to partake in the assessments of people's needs. 	<ul style="list-style-type: none"> • Evidence of practical training or education in a care/support setting • Minimum of NVQ2 in Health and Social Care or equivalent qualification
Experience	<ul style="list-style-type: none"> • An interest in Care/support work 	<ul style="list-style-type: none"> • Experience of working in a care/support environment • Experience of working with individuals who exhibit challenging behaviour
Knowledge	<ul style="list-style-type: none"> • Good verbal and written skills 	<ul style="list-style-type: none"> • Practical skills in providing essential aspects of care and support
Skills and Aptitudes	<ul style="list-style-type: none"> • Able to prioritise task and work to deadlines • To work in a way which always has the highest regard for the individuals we support, their choice, abilities and wishes. • Able to work on own initiative and as part of a core team 	<ul style="list-style-type: none"> • To evidence through personal/voluntary experience willingness and understanding of the service • Person-centred ethos
Personal Circumstances	<ul style="list-style-type: none"> • Reliable • Shows initiative and enthusiasm • Relates well to the individuals we support and colleagues • Willingness to learn and to work flexibly • Has empathy and resilience 	<ul style="list-style-type: none"> • Understands the need for confidentiality and a professional approach
Other requirements	<ul style="list-style-type: none"> • To be able to work 12 hour shifts which cover the 24 hour day (for full-time post) 	<ul style="list-style-type: none"> • Ability to drive and have access to a car they are prepared to use for business purposes.