PERSON SPECIFICATION

Casual Community Support Worker

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents

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Qualifications and training

Method of Assessment – D, I

Essential:

- Care certificate
- Diploma level 2 in Adult Social Care (or equivalent) or willingness to undertake a diploma Level 2 in Adult Social Care.
- Full UK driving licence with business insurance
- GCSE in English and Maths C/4 or above
- *Should candidates not have obtained the above qualifications they will be expected to complete a funded Level 3 Apprenticeship in Adult Care including Maths and English functional skills*

Desirable:

- A caring qualification
- Moving and Handling training
- Food Handling and First Aid training
- Health & Safety training
- An insight into the Care Act standards, Mental Capacity Act and Safeguarding.
- An understanding of Equal Opportunities legislation
- An understanding of Infection Control

Experience and knowledge

Method of Assessment – D, I

Essential:

Experience of working with vulnerable individuals

Good record keeping and IT skills

Experience and/or evidence of working as part of a team

Experience of assisting individuals and a good understanding of support plans and risk assessments

An understanding of Person-Centred Planning to enable individuals to set and review personal goals

Experience of enabling individuals to maintain independence, facilitate choice and decision making

Desirable:

Experience of working with people who have learning difficulties as well as physical and /or sensory impairments.

An awareness of the different communication methods of people who have a difficulty expressing themselves verbally.

Knowledge relating to mental capacity act and safeguarding

Specialist skills and abilities

Method of Assessment – **D, I**

Essential:

Excellent communication skills.

Ability to work in an innovative, positive and flexible way.

You may be required to carry out manual handling, first aid and supporting people while in the community.

Willingness to work alone and as part of a team, able to adapt quickly to changes in situations

Desirable:

Experience in driving a minibus.
Special skills or hobbies and willing to share skills with others

Personal skills and attributes

Method of Assessment – D, I

Essential:

Anti-discriminatory attitude and approach to people.

Good communication and observation skills.

Good interpersonal and listening skills.

Self-motivation and reliability.

A good sense of humour.

A flexible approach and a progressive and responsive attitude to change

Ability to communicate to people of all age groups

Good practice in maintaining own and supporting others to maintain physical, social, and emotional well-being.

Ability to work in an outdoor environment in all weather conditions

You may be required to carry out manual handling & personal care duties including the handling and moving of individuals in accordance with the Manual Handling operating regulations.

Special working conditions

Method of Assessment – I

Essential:

Access to a suitable means of transport, with business insurance and must maintain a full current UK driving licence.

You may be required to change working schedule to accommodate mandatory training courses and absence cover.

Decision making impact and innovation

Method of Assessment – D, I

Essential:

Support pro-active decision making to advise and empower individuals

Adapt to changes within the service as it reflects the outcomes of the wider day service consultation.

Desirable:

Experience of working within an organisation that has been through systematic change.

Fluency Duty

Essential – Communication (Fluency Duty) – delete as appropriate, for guidance discuss with your SHRBP

This role is subject to the Fluency Duty under the Immigration Act 2016. The postholder will be required to demonstrate an appropriate level of spoken English where this is a regular and intrinsic part of the role.

This criteria applies in accordance with the statutory Fluency Duty for public facing roles

Special working conditions

Method of Assessment – ***D, I***

Essential:

- The postholder will be required to work flexibly across Council locations within the County, services or work settings where reasonably required to meet organisational needs. This may include temporary cover to provide service continuity arising from absence, vacancies, service pressures, a pandemic, epidemic, major incident and/or emergency (not an exhaustive list). Any alternative duties will be appropriate to the employee's skills, competencies and experience.