

Person Specification

Post of Homeless Support Worker

Please ensure that the Job Description and Person Specification are used as a guide when completing your application form. All of the criteria below will be assessed via your application form; further methods will be used to support this in the interview stage. You are expected to use the application form as a means to demonstrate, with examples, how you meet the person specification criteria below – 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

Qualifications and training	How Assessed - D, I
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Essential:

- Able to demonstrate experience within this area.
- Experience of working in Care Leaving Service, or related Service with vulnerable young people or adults
- Good verbal and written communication skills
- Strong advocacy skills and experience of working with service users to achieve identified goals
- Ability to network and build positive working relationships with partner agencies
- Ability to use IT equipment e.g. Microsoft Office applications including Word
- Evidence of continuous professional development / training.

Desirable:

- IT qualification

Experience and knowledge	How Assessed - D, I
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Essential:

- Experience of working with vulnerable young people or adults.
- Evidence of working with professionals to ensure service deliver and design meets current best practice and meets the need of the community.
- Knowledge of relevant legislation, guidance and research pertinent to Housing and Homelessness
- Knowledge of supplementary legislation and guidance that compliments the Care Leaver Service, e.g. UASC, housing, benefits, Criminal Justice etc.
An understanding of how poor health and substances can impact on lifestyles

Desirable:

- Ability to adapt to changing requirements and resource constraints

Specialist skills and abilities	How Assessed - D, I
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Essential:

- Experience of undertaking needs assessments and develop plans that respond to the identified needs of the Care Leaver and are SMART.
- Ability to understand and respond to the individual needs of the Care Leaver having regard to gender, ethnicity, culture, disability, mental health etc
- Ability to work alongside Personal Advisers, Housing officers, health services etc to achieve best outcomes for the Care Leaver
- Ability to build support networks for the Care Leaver to live independently
- Ability to work independently with the Care Leaver to respond to their identified needs
- Ability to build working relationships with the Care Leaver where trust and confidence is established to achieve independence
- Ability to maintain a database and write reports on outcomes

Personal skills and attributes	How Assessed - D, I
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Essential:

- Ability and commitment to be accountable for own personal development in relation to the professional role, looked after children and care leavers, and willingness to undertake training.
- Good communication skills and ability to communicate, liaise and engage with partner agencies.
- Evidences enthusiasm, energy and resilience, is aspirational for the Care Leaver.
- To work as part of a team and develop a clear vision and path to achieving the service action plan with homeless care Leavers or those threatened with homelessness
- To work independently with the Care Leaver and offer high levels of support to reduce their risks in regard to housing.
- Good written and oral communication skills at all levels, including the ability to produce clear and concise reports.
- Experience of assisting, advising and befriending the Care Leavers to ensure their transition to adulthood develops independence, knowledge and skills

Desirable:

- Good knowledge of the local and surrounding areas, and provisions and services available

Decision making, impact and innovation	How Assessed - D, I
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Essential:

Special working conditions	How Assessed - D, I
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Essential:

- The post holder must possess a full driving licence and provide a car for business use. Alternative travel arrangements will be discussed with disabled candidates
- Must be flexible in terms of working hours to ensure proper discharge of duties