



PERSON SPECIFICATION
SENIOR SUPPORT WORKER

CRITERIA	ESSENTIAL REQUIRMENTS	DESIRABLE REQUIRMENTS	
EXPERIENCE	<ul style="list-style-type: none"> Supporting children or adults with Learning disabilities, challenging behaviour and/or multiple disabilities Experience of working in cooperation (with family, carers and other professionals etc) Report writing/care plan management/Key worker Working as part of a team 	<ul style="list-style-type: none"> Experience of supporting people with additional healthcare needs Experience of leading a team and/or management staff Mentoring of staff and involvement with formal staff supervision To have been involved in change management Experience in administering medication 	<ul style="list-style-type: none"> AF AF/I AF/I AF/I AF/I AF/I AF/I AF/I
SKILLS & APTITUDE	<ul style="list-style-type: none"> A commitment to provide a quality service to enrich the lives of Service Users and promote the service To actively respect rights, choice, privacy and dignity of Service Users Good written and verbal communication skills and basic numeracy To work flexibly, accept and adapt to change and lead team positively during times of change Ability to work as a team and to lead and influence team Ability to maintain unbiased and accurate records in agreed formats Respect and maintain confidentiality Driving a minibus Ability to motivate other members of the team as the services develop and diversify Ability to support people on a 'lone working' basis within the community Ability to priorities workload and revisit priorities appropriately 	<ul style="list-style-type: none"> Driving a minibus Ability to present ideas and problem solve To be creative in activities 	<ul style="list-style-type: none"> AF/I AF/I AF/I/Sen AF/I I AF/I AF/I I AF/I I AF/I I AF/I

QUALIFICATIONS	<ul style="list-style-type: none"> NVQ level 3 in Health and Social Care (or a willingness to obtain) Willingness to undertake specialist training relevant to the role 	<ul style="list-style-type: none"> Relevant diplomas/qualification/training 	<ul style="list-style-type: none"> AF/I I AF
KNOWLEDGE	<ul style="list-style-type: none"> Understanding of the physical, social and emotional needs of people Understanding and implementation of the concepts of Safeguarding children and vulnerable adults Awareness of current legislative and regulatory requirements within service Awareness of promoting health, safety and wellbeing of Service Users and staff 	<ul style="list-style-type: none"> Working knowledge of person centred care plans and be a key worker An understanding of the principles of administering medication 	<ul style="list-style-type: none"> AF/I/Sen AF/I AF/I AF/I AF/I AF/I
PERSONAL QUALITIES	<ul style="list-style-type: none"> Ability to accept and adapt to change in a positive way Patience, understanding and empathetic to Service Users Able to work under pressure and respond to crisis situations Embrace and promote concepts of equal opportunities and diversity To use initiative within confines of working parameters Be able to lead and motivate people Commitment to the safeguarding and welfare of all service users 	<ul style="list-style-type: none"> Be able to empower people 	<ul style="list-style-type: none"> I I I I I I AF/I I