



## PERSON SPECIFICATION

<b>Job title</b>	<b>Senior Community Support Worker</b>
<b>Location</b>	Various

### QUALIFICATIONS, EDUCATION AND KNOWLEDGE

2 years experience of residential/community based support work	<b>ESSENTIAL</b>
NVQ 3 HEALTH & SOCIAL CARE or equivalent, or be willing to work towards this.	<b>ESSENTIAL</b>
A sound value base which reflects the rights of anyone with a learning disability And/or physical/sensory disability or with mental health issues.	<b>ESSENTIAL</b>
Knowledge of appropriate community based resources for anyone with a Learning Disability and/or physical/sensory disability or with mental health issues.	<b>DESIRABLE</b>
Knowledge of strengths and needs of anyone with a learning disability and/or Physical/sensory disability or with mental health issues.	<b>DESIRABLE</b>
Some awareness of relevant legislation such as Health and Social Care Act 2008, The Care Act 2014, DOLS (Mental Capacity Act), self-directed support.	<b>DESIRABLE</b>
Knowledge of basic first aid procedures.	<b>ESSENTIAL</b>
Knowledge of health and safety within ordinary homes.	<b>ESSENTIAL</b>
Knowledge of basic home maintenance and home making.	<b>ESSENTIAL</b>
Knowledge of person centred planning/tools/approaches.	<b>ESSENTIAL</b>
Knowledge of the Principles of Normalisation and the Five Essential Accomplishments.	<b>DESIRABLE</b>
Knowledge of service delivery needs and rota management	<b>ESSENTIAL</b>

### PERSONAL QUALITIES

A belief that people experiencing learning disabilities have the same rights to contribute and participate in ordinary life as an ordinary citizen.	<b>ESSENTIAL</b>
To be adaptable, reliable, empathetic, accepting and non-judgemental.	<b>ESSENTIAL</b>
Be willing to share responsibility whilst working as part of a team.	<b>ESSENTIAL</b>
To have organisational ability and to have the capacity to use initiative and work independently at times.	<b>ESSENTIAL</b>
To have a calm approach when working under pressure.	<b>ESSENTIAL</b>
Be able to provide personal care including assisting in taking meals, bathing, selecting clothing, dressing, self care etc.	<b>ESSENTIAL</b>

Ability to assist with cooking, cleaning, ironing, general housekeeping, shopping, socialising, etc.	<b>ESSENTIAL</b>
<b>EXPERIENCE</b>	
Experience of supervising and supporting staff	<b>ESSENTIAL</b>
Experience of working with people both paid and unpaid.	<b>ESSENTIAL</b>
Experience of chairing and arranging meetings	<b>DESIRABLE</b>
Experience of working with people who have physical/sensory/learning Disabilities or mental health needs.	<b>ESSENTIAL</b>
Experience of voluntary work; either directly or through involvement with volunteers.	<b>DESIRABLE</b>
Experience of working to agreed plans/goals	<b>DESIRABLE</b>
Experience of planning or organising activities with adults, both individually, or in groups.	<b>ESSENTIAL</b>
An experienced car driver with a clean driving licence.	<b>ESSENTIAL</b>
Experience of helping people administer or keep records of their medication.	<b>ESSENTIAL</b>
<b>ABILITIES, APTITUDES AND SKILLS</b>	
Ability to communicate effectively with people (parents, carers, staff, professionals and volunteers) both in writing and verbally.	<b>ESSENTIAL</b>
Ability to effectively use the organisations IT systems.	<b>ESSENTIAL</b>
Ability to present information verbally, give reports and write letters	<b>ESSENTIAL</b>
Ability to communicate and interpret non verbal communication, i.e. British Sign Language, Makaton, PECS and Bliss Symbolics.	<b>DESIRABLE</b>
Ability to motivate and work directly with people and participate in their activities, including enabling them to take holidays.	<b>ESSENTIAL</b>
Ability to establish and maintain relationships with a wide range of people.	<b>ESSENTIAL</b>
To take responsibility within own authority and take decisions.	<b>ESSENTIAL</b>
Be able to assist individuals to maintain their day to day financial affairs.	<b>ESSENTIAL</b>
<b>CIRCUMSTANCES/HEALTH</b>	
In most services sleep over duties are required together with the ability to work flexible hours over a seven day rota.	<b>ESSENTIAL</b>
Be physically fit with a good health record.	<b>ESSENTIAL</b>
To work within Linkability's Policies and Procedures.	<b>ESSENTIAL</b>
To sign up to The Skills for Care Social Care Commitment and promote Linkability's commitment to the Driving Up Quality Alliance.	<b>ESSENTIAL</b>