

## **PERSON SPECIFICATION**

### **NOTE TO APPLICANTS:**

**Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.**

**JOB TITLE: Senior Reablement Support worker**

**GRADE: 6**

**DIRECTORATE: Families and Wellbeing**

**SERVICE Intermediate Care/Reablement**

### **CRITERIA:**

#### **Experience**

1. Experience of providing care in a direct care setting (E) **A I**
2. Experience in individual care planning, process and other assessment procedures (D) **A I**.
3. Knowledge and understanding of service user group (E) **A I**
4. Previous supervisory experience (D) **A I**

#### **Skills and Abilities**

1. Ability to record information, together with the ability to communicate effectively and appropriately, both verbally and in writing (E) **A I**
2. Ability to work in a mentally demanding environment (E) **A I**
3. An understanding of the role of the service and the importance of promoting independence, enablement and support of service users (E) **A I**
4. Ability to work effectively as part of a team (E) **A I**
5. Ability to work without immediate supervision (E) **A I**
6. Awareness of the roles and responsibilities within the supervisory process (E) **A I**
7. Ability to motivate staff and address issues of poor performance (E) **A I E**

8. Ability to prioritise and effectively manage own workload and delegate tasks (E) **A I**
9. Ability to participate in the induction of Care Assistants through Coaching/mentoring (E) **A I**

### **Education/Qualifications/Knowledge**

1. Commitment to continuous professional development and training, including a compulsory Induction Programme of up to 2 weeks (E) **A I**
2. NVQ Level 2 or equivalent skill level (E) **A C**
3. To be working towards or hold QCF Level 3 (D) **A C**
4. A current First Aid Certificate (D) **A C**
5. Completed Risk Assessor/Safer Handling training (D) **A C**

### **Other Requirements**

1. Able to commit to a rota which includes days, evenings, weekends and bank holidays (E) **A I**
2. Flexible approach to work with a willingness to cover for colleagues annual leave, sickness etc. (E) **I**
3. Provide evidence of a flexible approach to work and the ability to respond to varied needs (E) **I**
4. Current Driving License and have access to a vehicle (E) **A**
5. Completion of a successful medical (E)

### **Commitment to Equal Opportunities**

Ability to understand and demonstrate commitment to equality and diversity, equal opportunities and anti-discriminatory practice (E) **I**

### **Commitment to Service Delivery/Customer Care**

1. An understanding of the importance of lifestyle choices (E) **A I**
2. An understanding of the importance of service user empowerment (E) **A I**
3. Ability to work under pressure and to use own initiative (E) **I**
4. Commitment to high standards of care provision (E) **I**

**Methods of Assessment key**

**A - Application form**

**C - Certificate**

**E - Exercise**

**I - Interview,**

**P - Presentation**

**T - Test**

**AC - Assessment centre**