



Person Specification

Note To Applicants

The points that are marked 'E' are the essential 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.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

Job Title	Care Assistant
Grade	5
Directorate	People
Service	Intermediate Care

Criteria

Experience		
1. Previous experience in care work in particular with service users with complex physical and mental health needs.	A/I	D
2. Previous experience within the community or a residential setting	A/I	D
3. Experience of caring for frail vulnerable older people	A/I	D

Skills and Abilities		
1. Written, verbal and numerical skills will be required to fulfil this role	A/I	E
2. Demonstrate the ability to work within a team and alone without direct supervision	A/I	E
3. Demonstrate an understanding of the importance of promoting independence and dignity in a residential setting	A/I	D

4. Demonstrate the ability to implement care plans, monitor progress and contribute to discussions to ensure the resident's needs are met to a high standard	A/I	D
5. Demonstrate the ability to work under pressure and to strict guidelines	A/I	D

Education, Qualifications and Knowledge		
1. Willing to undertake all relevant training	A/I	E
2. NVQ Level 2 or equivalent in care related discipline	A/I	D
3. To have undertaken Safer Handling training	A/I	D
4. A current First Aid Certificate	A/I	D

Other Requirements		
1. Able to work on days and nights/evenings weekends and bank holidays.	A/I	E
2. Flexible approach to work with a willingness to cover for colleagues' annual leave, sickness etc.	A/I	E
3. To undertake appropriate training including compulsory Induction Programme of up to 2 weeks (Due consideration will be given to those with a caring role or disability)	A/I	E
4. Provide evidence of a flexible approach to work and the ability to respond to varied needs	A/I	E
5. Current Driving License	A/I	D
6. Ability to travel within the Warrington Area	A/I	E

Commitment To Equal Opportunities		
Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	I	E

Commitment To Service Delivery / Customer Care

Committed to providing an excellent customer experience and embedding customer focus in all aspects of service delivery.

A/I**E****Climate and Sustainability**

Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.

A/I**E****Methods of Assessment Key**

A Application Form

I Interview

C Certificate

T Test

P Presentation

AC Assessment Centre

Review Arrangements

The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently, the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.

Prepared / Revised By

Elainne Miller

Role

Registered Manger

Date

12/02/2025