



## **PERSON SPECIFICATION**

<b>POST:</b>	Community Care Worker-Hospital Discharge Team
<b>GRADE:</b>	6
<b>DIRECTORATE:</b>	Families and Wellbeing
<b>SERVICE:</b>	Adult Social Care

## **NOTE TO APPLICANTS:**

Whilst all points on the person specification are important, those marked 'E' (essential) and 'A' (application) are 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. In addition to interviews a variety of other selection methods may be used such as tests or exercises dependent on the role you applied for. You will be advised of any alternative selection methods in the letter inviting you for interview.

## **CRITERIA**

### **Experience:**

1. Experience of working in a community setting (E) A
2. Experience of working in a hospital or health setting (E) A
3. Experience of working with people within a strengths-based framework (E) A , I
4. Experience of person-centred assessments and self-directed support and risk management (D) I
5. Experience of working with adults with a range of needs e.g learning disability, physical disability, mental health (E) A
6. Experience of working as part of a team (E) A

### **Skills and Abilities**

1. Self-motivated and flexible with the ability to use own initiative (E) I
2. Good organisational skills with ability to prioritise work to deadlines (E) I
3. Ability to use a range of Microsoft applications to present information accurately, timely and to a high standard (E) T
4. Ability to communicate effectively verbally and in writing with a range of people including: team members, service users, carers, colleagues within the department and with other agencies including hospital and care homes. (E) A,I,T
5. Negotiation, problem solving and decision making skills (E) A,I
6. Ability to adapt to change (E) A,I
7. Ability to provide advice and support to people that do not meet the eligibility criteria (D) A,I
8. Ability to prioritise and organise workload to meet targets and respond to unforeseen events (E) A,I

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

1. Health, social care or other qualification eg minimum NVQ level 2 (E) A,C
2. Knowledge of Warrington Borough Councils vision, values, ambitions and plans (D) I
3. Willingness to engage in training that supports/advances development (E) I

**Other Requirements:**

1. 37 Hours per week (D) A,I
2. Flexible, innovative approach and good time keeping (E) A,I
3. Full and current driving licence (D) A,I,C
4. Willingness to complete health and social care mandatory training (E) C
5. Enhanced DBS clearance (E) C
6. Willingness to work on hospital wards (E)

**Commitment to Equal Opportunities:**

1. Understanding of anti-discriminatory practice and commitment to equality and diversity (E) A,I
2. Commitment to social inclusion and dignity in care (E) A,I

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

1. Commitment to service development and continuous improvement (E) A,I
2. Commitment to personalisation and service user engagement (E) A,I
3. Commitment to delivering high quality services both effectively and efficiently to the benefit of the wider community (E) A,I

**NOTE TO APPLICANTS:**

**Whilst all points on the person 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 will mean you will not be invited for interview.**

**Methods of Assessment Key:**

**A = application form, C = certificate, E = exercise, I = interview, P = presentation, T = test, AC = assessment centre.**