



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	Habilitation Specialist/Mobility Officer
Grade	7
Directorate	Children's Service, Education and Inclusion
Service	Sensory Team, Visual Impairment.

Criteria

Experience		
Experience of working with children and young people and families	A/I	E
Experience of working with children and young people across the age range	A/I	D
Experience of working in schools and settings	A/I	E
Experience of supporting children and young people with a visual impairment	A/I	E
Experience of supporting children with additional needs	A/I	D
Experience supporting families and/or working in partnership with teachers, SENCOs, therapists, or other professionals	A/I	D
Experience of working within a multidisciplinary team	A/I	D
Experience promoting independence skills, mobility, or life skills in real-world environments.	A/I	E

Skills and Abilities

Knowledge of child development	A/I	E
Knowledge of the impact of a visual impairment on daily life	A/I	E
Ability to communicate effectively with service users, parents/carers and colleagues within the team and with other agencies	A/I	E
Ability to participate in joint working with partners and other agencies	A/I	E
Ability to engage with children, families and settings	A/I	E
Ability to prioritise and organise workload to meet targets and respond to unforeseen events	A/I	E
Ability to work both independently, with guidance from a QTVI and collaboratively	A/I	E
Ability to handle sensitive and emotional situations	A/I	E
Ability to maintain accurate records	A/I	E
Ability to devise, deliver and review programs to support development of independence and mobility skills	A/I	E
Demonstrate effective skill in working with children and young people	A/I	E
A commitment to work in partnership	A/I	E
Excellent communication skills	A/I	E
Ability to deliver staff training on VI awareness or independence strategies.	A/I	E

Education, Qualifications and Knowledge		
Qualified Habilitation Specialist (QHS/MQH), Mobility officer or trainee currently working towards qualification.	C	E
GCSE pass Maths and English	C	D
A commitment to further professional development appropriate to the post	A/I	E
A commitment to learn Braille	A/I	D

Other Requirements		
22.2 hours per week, term time	A/I	E
Must demonstrate flexibility and adaptability, working across varied settings and responding to the changing needs of children and young people with vision impairment	A/I	E

by adjusting approaches, environments, and schedules to ensure safe, effective Habilitation support		
Enhanced DBS check	A	E
Ability to travel across the local area — car and driving licence required.	A/I	E
Reasonable level of physical fitness as the post involves outdoor work to help children with mobility in the community.	A/I	E

Commitment To Equal Opportunities		
Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	A/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	R Duckhouse, C Bennett, T Vernon
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Role	PEP, QTVI, Habilitation Specialist
Date	5 March 2026