

# ISLE OF WIGHT COUNCIL

## PERSON SPECIFICATION

JOB TITLE: Senior Support Worker

DIRECTORATE: Community Wellbeing & Social Care

GRADE 5 point A

POST NO: 50065206

PREPARED BY:

DATE: July 2018

E = ESSENTIAL D = DESIRABLE		SOURCE OF EVIDENCE - APPLICATION FORM = A TEST = T INTERVIEW = I	
	<b>1. EXPERIENCE, direct work experience, other relevant experience</b> <b style="text-align: right;">W = 3</b>		
E	Minimum 2 years working within the area of learning disabilities is essential, preferably in a residential setting. Experience of care management, staff management, budgets etc., is desirable.		A/I
	<b>2. KNOWLEDGE, without which the job cannot be done effectively</b> <b style="text-align: right;">W = 3</b>		
E	Knowledge of and commitment to equal opportunities and non-discriminatory practice and knowledge of relevant legislation, e.g. MCA, Care Act 2014, Community Care Act and C.Q.C requirements, Valuing People.		A/I
	<b>3. SKILLS AND ABILITIES, Essential/ Capable of doing, Desirable/Able to train</b> <b style="text-align: right;">W = 3</b>		
E	Must be able to assess service user needs and support these needs		I
E	Must have ability to work on own initiative		
E	Must be numerate and literate and able to communicate well both verbally and in writing and be willing to learn/extend current knowledge and skills, IT aware.		
E	Must be able to communicate effectively and complete recording tasks.		
	<b>4. QUALIFICATIONS, TRAINING AND EDUCATION, also identify training to be given</b> <b style="text-align: right;">W = 3</b>		
E D E E	At least NVQ2 working towards NVQ3 or equivalent. First Aid Qualification. Willingness to undertake relevant training in regards to role. Able to satisfy the travel requirements of the role. Be willing to undertake healthcare needs training.		A/I
	<b>5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition</b> <b style="text-align: right;">W = 3</b>		
	Ability to work in a team. Flexible in approach and non-judgemental. Ability to work on own initiative and organise workloads. Able to remain calm in a crisis, also able to re-appraise priorities.		I
	<b>6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc</b> <b style="text-align: right;">W = 3</b>		

E	Will be able to work shifts throughout 24 hours, will be able to work Am and PM shifts over a 7 day period including on-call duties.	I
	CONTRA-INDICATIONS, if any	