

Person Specification

Post: Senior Support Worker – Cambeck Close - Band 4

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> NVQ level 4 in Care (or equivalent experience), or a commitment to work towards Care Certificate or willing to work towards 	<ul style="list-style-type: none"> Assessor in CC Management and/or supervisory qualification 	<ul style="list-style-type: none"> Application Form Certificate(s) Interview
Experience	<ul style="list-style-type: none"> Experience of working with Children and Young People Experience of working with people with a learning disability and/or autism Experience of providing care and support in a community setting and/or residential setting Experience of carrying out observations Experience of Prevention and Management of Violence and Aggression Experience of working with people with a learning disability to enhance their quality of life Experience of leading/managing people 	<ul style="list-style-type: none"> Experience of caring for others Experience of working in a multi-disciplinary team. Experience of being involved in the delivery of therapeutic activities. 	<ul style="list-style-type: none"> Application Form Interview

Knowledge	<ul style="list-style-type: none"> • Understanding of positive behavioral support • An awareness of stigma and discrimination of people with learning disabilities • Awareness of ward procedures and clinical observations 		<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Able to impart knowledge, supervise and direct the work of others under supervision. Able to communicate effectively with clients and their carers’. • Able to remain calm in stressful situations and display patience and empathy • Able to respond sensitively to emotional distress • Able to report observations accurately and concisely. • Able to develop and maintain effective therapeutic relationships patients and families • Able to organise day to day tasks and activities based on an agreed work plan. 	<ul style="list-style-type: none"> • Willingness to participate in staff induction and training for junior staff 	<ul style="list-style-type: none"> • Application Form • Interview

<p>Work Related Circumstances</p>	<ul style="list-style-type: none"> • Demonstrate an interest in working with adults & CYP • Resilient and able to work within a challenging environment • Ability to work a flexible shift pattern over 7 days, including rotation of night duty • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure 		<ul style="list-style-type: none"> • Application Form • Interview
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