**PERSON SPECIFICATION**

The essential and desirable characteristics of the post holder are indicated by "X".

# Please Note:

***\*These criteria’s will be assessed during:***

**S** – Shortlisting stage

**I** – Interview

**T** – Test or exercise

Where a criterion is assessed during the shortlisting stage, it is essential that you cover how you meet this in your application form.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Assessed** |
| **Education/Qualifications/Training** |  |  |  |
| NVQ 3 in health and social care (or equivalent social care qualification) It will be a mandatory requirement to achieve an NVQ 3 within the first 2 years of employment, this will be funded by WESC | X |  | S |
| Braille level 1 or 2  Valid First aid certificate  Intervenor qualified |  | X | S |
| **Specific Knowledge, Experience,** |  |  |  |
| Some understanding of Child and Adult Protection issues | X |  | SIT |
| Experience of using IT systems and electronic record keeping | X |  | SIT |
| Previous experience of providing support to children and vulnerable adults. | X |  | SI |
| Basic numeracy and literacy | X |  | SI |
| Knowledge and experience of working in an educational/residential care setting |  | X | SI |
| Experience of working with children or adults with learning disabilities and complex needs |  | X | SI |
| Experience of working with vision impairment |  | X | S |
| Experience of making use of a range of communication tools |  | X | SI |
| **Skills and Abilities** | X |  |  |
| To be able to work with guidance and support | X |  | SI |
| To model behaviour which demonstrates respect and empathy for others |  | X | SI |
| To have the ability to work in collaboration with and respect the contributions of colleagues and others | X |  | SI |
| To proactively respond to WESC young people needs | X |  | SI |
| Ability to work unsupervised | X |  | SI |
| Ability to demonstrate attention to detail and accuracy | X |  | SIT |
| Problem solving, able to make sound judgements and recommendations | X |  | SIT |
| Good organisational skills | X |  | SI |
| Excellent verbal and written communication skills | X |  | SIT |
| Ability to handle confidential and sensitive issues in an appropriate manner; | X |  | SI |
| High level of tact, diplomacy and initiative | X |  | SI |
| Physically able to support young people, assisting with swimming, manual handling | X |  | I |
| Able to apply learning, i.e. using intervention techniques safely. | X |  | SI |
| Providing personal care in a manner which maintains dignity. | X |  | SI |
| **Personal Qualities:** |  |  |  |
| Enthusiastic and self-motivated | X |  | SI |
| Able to represent the Organisation positively at all times. | X |  | SI |
| **Other:** |  |  |  |
| To work shifts, to attend meetings and training as required | X |  | I |
| A willing and flexible attitude | X |  | SI |
| To work sleep ins |  | X | I |