**Person Specification**

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| Job Title: | **Senior Support Worker** | | |
| Date: | **February 2021** | | |
| Location: | **Hapstead Village, Buckfastleigh, Devon TQ11 0JN** | | |
| **Requirements** | | **Essential** | **Desirable** |
| **1.Qualifications/Education/Knowledge** | |  |  |
| Level 3 training in social care or health care work | |  | **X** |
| Knowledge of First Aid, Health and Safety, meal preparation and hygiene issues in the home | |  | **X** |
| Good literacy skills and report writing | | **X** |  |
| Good IT skills (i.e. Outlook, Word, Excel) | | **X** |  |
| **2. Experience** | |  |  |
| Experience of working with people with learning disabilities | |  | **X** |
| Experience of working in a team | |  | **X** |
| Experience of planning and structuring workload and activities | | **X** |  |
| Experience of delegating tasks and monitoring the work of others | |  | **X** |
| Experience of carrying our formal supervision of others | |  | **X** |
| Experience of social care and physical care tasks, either in a paid or on a voluntary basis | |  | **X** |
| Experience of working in residential care and/or supported living | |  | **X** |
| **3. Abilities – Both Aptitudes and Skills** | |  |  |
| Able to communicate effectively both in writing and verbally | | **X** |  |
| Able to use and promote ‘total communication’ | |  | **X** |
| Able to motivate and encourage people we support in a supportive, person centred manner | | **X** |  |
| Ability to show initiative | | **X** |  |
| Able to develop a rapport with a wide variety of people, including those we support, families and professionals | | **X** |  |
| Able to assess resources and service needs, and plan accordingly | | **X** |  |
| Able to delegate tasks and monitor to completion | | **X** |  |
| Able to work in a team or on one’s own | | **X** |  |
| Able to remain calm under pressure | | **X** |  |
| Able to follow support plans, risk assessments etc. and can actively contribute to the development of plans | | **X** |  |
| Self-motivated and able to show initiative with a commitment to quality standards | | **X** |  |
| **4. Personal Qualities – Characteristics, Style, Interests, Attitudes** | |  |  |
| Committed to safeguarding and promoting the welfare of vulnerable adults | | **X** |  |
| Patient and sensitive to the needs of others | | **X** |  |
| Willing to attend all mandatory training, completing relevant paperwork | | **X** |  |
| Adaptable and willing to learn new skills | | **X** |  |
| An awareness and respect for personal independence | | **X** |  |
| A commitment to Camphill Devon’s Values | | **X** |  |
| Supportive to colleagues | | **X** |  |
| **5. Circumstances** | |  |  |
| The post requires a flexible response according to individual needs | | **X** |  |
| Available to work a shift (rota) system including weekends and evenings | | **X** |  |
| Available to adopt ‘Responsible Person’ responsibilities (rota system) requiring occasional on-site sleep-in duties. | | **X** |  |
| Willingness to accompany people supported on holiday | | **X** |  |
| Willingness to have all required vaccinations (including Covid-19), unless there are exceptional reasons to refuse | | **X** |  |
| Full driving licence | | **X** |  |
| **6. Camphill Devon Community – Aims and Objectives** | |  |  |
| Must be able to work within the vision, values, aims, objectives, policies and practice of the Camphill Devon Community | | **X** |  |