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| **Qualifications** | **✔** |
| Essential | |
| 1. Level 2 NVQ in Health and Social Care or equivalent or be willing to work towards this qualification 2. Meds and PEGs trained and qualified or able to complete qualification within the first six months of role | A/I  A/I |
| Desirable | |
| 1. Level 2 or equivalent in Maths and English 2. Be responsible for and actively engage in own personal development | A/I  A/I |
| **Key skills** | |
| Essential | |
| 1. Good standards of verbal and written communication 2. Ability to prioritise and manage own time 3. Good organisational skills (able to plan workload) 4. Ability to work collaboratively with a multi-disciplinary team 5. Ability to maintain professional boundaries 6. Ability to work in a challenging and pressured environment 7. Ability to demonstrate empathy and react with sensitivity having regard to individuals’ wishes 8. A non-discriminatory approach | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| Desirable | |
| 1. Understanding of own abilities, limitations and when to seek support 2. Basic IT Skills | A/I  A/I |
| **Experience** | |
| Desirable | |
| 1. Experience of working with people with challenging and complex needs and disabilities 2. Working in an educational environment | A/I  A/I |
| **Knowledge** | |
| Essential | |
| 1. Understanding the need for confidentiality | A/I |
| Desirable | |
| 1. Understanding of person-centred care 2. Understanding of complex care needs for young people to adults 3. Understanding of Safeguarding issues | A/I  A/I  A/I |
| **Other personal requirements** | |
| Essential | |
| 1. Flexibility to work the hours and days to meet the varying needs of the college. This is likely to include weekends, evenings and bank holidays | A/I |
| Desirable | |
| 1. Access to a vehicle | A |

**✔ How we intend to assess your match with our person specification**

**A** Application Form **C** Assessment Centre **I** Interview