



## Person Specification

Job Title

**Care Support Worker**

### Qualifications



#### Essential

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|--|-----|
| 1. Level 2 NVQ in Health and Social Care or equivalent or be willing to work towards this qualification      | A/I |
| 2. Meds and PEGs trained and qualified or able to complete qualification within the first six months of role | A/I |

#### Desirable

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|---|-----|
| 3. Level 2 or equivalent in Maths and English                         | A/I |
| 4. Be responsible for and actively engage in own personal development | A/I |

### Key skills

#### Essential

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| 5. Good standards of verbal and written communication  | A/I |
| 6. Ability to prioritise and manage own time   | A/I |
| 7. Good organisational skills (able to plan workload)  | A/I |
| 8. Ability to work collaboratively with a multi-disciplinary team  | A/I |
| 9. Ability to maintain professional boundaries   | A/I |
| 10. Ability to work in a challenging and pressured environment   | A/I |
| 11. Ability to demonstrate empathy, patience, understanding and react with sensitivity having regard to individuals' wishes  | A/I |
| 12. Ability to be flexible and have an easily adaptable approach to meet the needs of each citizen.  | A/I |
| 13. To read and understand support plans/risk assessments and provide appropriate care accordingly.  |     |
| 14. Ability to work in a very changeable environment. (The nature of Short Breaks is that our citizens are not permanent residents and access the service dependant on how many nights have been allocated at panel) |     |
| 15. To work as part of a team but also use own initiative.   |     |
| 16. A non-discriminatory approach  |     |

#### Desirable

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| 17. Understanding of own abilities, limitations and when to seek support | A/I |
| 18. Basic IT Skills  | A/I |

### Experience

#### Desirable

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|---|-----|
| 19. Experience of working with people with challenging and complex needs and disabilities | A/I |
|   | A/I |


### Knowledge

#### Essential

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| 20. Understanding the need for confidentiality | A/I |
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#### Desirable

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|--|-----|
| 21. Understanding of person-centred care                           | A/I |
| 22. Understanding of complex care needs for young people to adults | A/I |
| 23. Understanding of Safeguarding issues                           | A/I |

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<b>Other personal requirements</b>	
<b>Essential</b>	
24. 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
<b>Desirable</b>	
25. Access to a vehicle	A

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

**A** Application Form

**C** Assessment Centre

**I** Interview