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| ***Person specification –***  *Support Worker – Adult Social Care* | | |
| **Attribute** | **Essential** | **Desirable** |
| **Experience** | No experience necessary, full training is provided. | Previous experience working with adults, children or young people with SEN or other additional needs. Previous experience within a supported living environment. |
| **Qualifications** | Good written and spoken knowledge of English. | Care Certificate or other relevant NVQ/Diploma qualifications in Health and Social Care. |
| **Skills** | Able to communicate effectively verbally and in writing with a wide range of people.  Able to support service users across a range of ability levels  Able to use information technology confidently.  Able to use own initiative  Able to work 1:1 with service users.  Able to write factual reports.  Able to work with organisational and contractual targets ensuring the needs of service users are met  To become an effective member of the staff team | Previous experience in supported living or day service environment.  Proven experience of supported individuals to achieve goals.  Previous experience of working with mental capacity act. |
| **Personality** | Positive role model for service users.  Respectful and able to understand the needs of service users and all stakeholders  Composed and calm when faced with challenging situations  To demonstrate and promote the ethos of Employ My Ability to visitors, tourists and members of the public |  |
| **Motivation** | Can motivate service users and other staff and contribute to effective team-working  Innovative and creative in all aspects of the role and responsive to changes required to improve and maintain quality services |  |
| **Personal Circumstances** | To undertake regular training as and when required  To attend quarterly team meetings, as requested.  To be able to work flexibly over 7 days, including every other weekend. |  |
| **Other** | Commitment to Equality and Diversity  Support the ethos of Employ My Ability and be fit to work with vulnerable young people | Current driving licence & own vehicle |