

PERSON SPECIFICATION – SENIOR SOCIAL CARE WORKER

	Essential/Desirable
<p><u>Qualifications/Training</u></p> <ul style="list-style-type: none"> • NVQ3. • NVQ2. • Professional qualification in social care, health care or education. • Good standard of general education to include Maths and English. 	<p>D D D E</p>
<p><u>Experience</u></p> <ul style="list-style-type: none"> • Experience of working in a multi-disciplinary team. • Minimum 2 years previous experience of working with adults with a learning disability and challenging behaviours. • Experience of working as part of a team. 	<p>D E E</p>
<p><u>Knowledge</u></p> <ul style="list-style-type: none"> • Health and Safety legislation as it relates to residential care. • Understanding of the needs of people with a learning disability. • Understanding of equal opportunities legislation and promotion of anti discriminating practice. • Recognition of need of confidentiality. • Medication administration. 	<p>D E E E E</p>
<p><u>Skills</u></p> <ul style="list-style-type: none"> • Ability to communicate with service users, families and professionals effectively. • Ability to work using own initiative and as a team member, guiding less experienced staff. • Ability to work under pressure in a professional manner, and deal with emergency situations effectively. • Ability to organise, prioritise and complete tasks, and delegate appropriately. • Good oral and written skills including report writing. • Ability to reflect on practice, recognising strengths and development needs. • Ability to motivate staff and contribute to positive work practices. • Domestic and house keeping. • Ability to deliver personal care, whilst treating service users with dignity and respect. • Ability to promote independence. • Demonstrates commitment to personal/staff development and training. 	<p>All Essential</p>
<p><u>Personal Attributes</u></p> <ul style="list-style-type: none"> • Non-discriminatory and on-judgmental practice. • Clarity of thought. • Disciplined and professional approach to work. • Flexibility. • Tact and diplomacy and reliability. • Hard working and motivated. • Enthusiasm. • Willingness to learn and use new skills. • Reliable. 	<p>All Essential</p>
<p><u>Other</u></p> <ul style="list-style-type: none"> • Good general health. • Clean driving licence. • Ability to work shifts week-ends, bank holidays and sleep-ins 	<p>E D E</p>