

EMPLOYEE SPECIFICATION

Post Support Worker
Responsible to Team Leader

	ESSENTIAL	DESIRABLE
<u>Experience</u>	<ul style="list-style-type: none"> • Evidence of social responsibility or supporting others. • Ability to fill in simple forms and keep records • Work within procedures & accept responsibility 	<ul style="list-style-type: none"> • Experience of working with adults who have a learning disability.
<u>Training</u>	<ul style="list-style-type: none"> • Evidence of training & personal development. • Willing to participate in supervision. 	
<u>Qualifications</u>	<ul style="list-style-type: none"> • 'Can Do' attitude, positive, imaginative, flexible, good sense of humour. • Caring, patient, enthusiastic, self-motivating & able to communicate with all kinds of people 	<ul style="list-style-type: none"> • Care Certificate/NVQ level 2 or equivalent or a transferrable alternative. • Current first aid certificate • Moving & Handling Cert. • Basic food hygiene cert or equivalent.
<u>Special skills/Attributes</u>	<ul style="list-style-type: none"> • Use of Internet • Basic understanding of MSWord or similar (or willingness to learn) • Good literacy & numeracy skills • Ability to work as part of a team and also on own initiative. • Good communication skills. • Ability to treat 	<ul style="list-style-type: none"> • Hobbies and interests outside of work. • Experience of a supportive role. • Ability to use your own initiative within professional limits • Ability to develop members to achieve new skills



	<p>individuals appropriately and with respect.</p> <ul style="list-style-type: none"> • Ability to provide intimate care. • Flexibility of working hours and locations. • Access to or ability to use own vehicle and willingness to use it in the course of your duties with appropriate business use insurance • Understanding of the importance of personal and professional values. • Be physically fit to meet the needs of the member group • Be available to respond positively to changes in duty rota at short notice to meet the needs of the service 	
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PHYSICAL EFFORT

The candidate will be able to deal with & respond effectively to physical aggression & should be physically fit in order to support the physical & social needs of the member group

MENTAL EFFORT

The candidate should be able to meet the unpredictable work patterns, frequently recording & communicating changes, for both short and prolonged term episodes of challenging behaviour, & to work as part of a team to support other staff members during difficult times

EMOTIONAL EFFORT

Cope with emotional demands associate with dealing with challenging behaviour

WORKING CONDITONS

To work within the members home & also be involved in the development of members community presence i.e. shopping, meals out, pursuit of learning activities and walking

