

## EMPLOYEE SPECIFICATION

**Post** Independent living Support Worker  
**Responsible to** Team Leader

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



	<p><b>respect.</b></p> <ul style="list-style-type: none"> <li>• <b>Ability to provide intimate care.</b></li> <li>• <b>Flexibility of working hours and locations.</b></li> <li>• <b>Access to or ability to use own vehicle and willingness to use it in the course of your duties with appropriate business use insurance.</b></li> <li>• <b>Understanding of the importance of personal and professional values.</b></li> <li>• <b>Be physically fit to meet the needs of the member group</b></li> <li>• <b>Be available to respond positively to changes in duty rota at short notice to meet the needs of the service</b></li> </ul>	
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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. This post will require flexibility and cover of 24hr provision including evenings, weekends, sleep over and waking nights and bank holidays.

