

# PERSON SPECIFICATION

Job title	Blossom Additional Needs Project Worker		
Evidence of meeting the selection criteria will be assessed via: application(A) interview/exercise(IE) or during probation period(P)	A	IE	p
The person will have the following qualifications, knowledge and experience:			
• Level 3 (NVQ or A level) or equivalent in social care or another relevant discipline or equivalent (may consider non-related Level 3 qualification or equivalent and relevant work experience.	X	X	X
• Knowledge and experience of; Safeguarding, Risk Assessment and Health and Safety practice (and willingness to undertake any further relevant training).	X	X	X
• Care coordination or a support worker role, within either a statutory or voluntary sector organisation.	X	X	X
• Experience of coordinating activities for people with a learning disability.	X	X	X
• Experience of working with children/adults around Child Sexual Exploitation (CSE), sexual exploitation and knowledge of patterns of behaviours of perpetrators.	X	X	X
• Experience of a range of support services for people with disabilities. This could be as a disabled person or in the role of staff, management, family/carer.	X	X	X
• Identifying and assessing need using screening and assessment tools, specifically designed for individuals with disabilities to empower them.	X	X	X
• Knowledge and experience of motivational engagement & behavioural change approaches.	X	X	X
• Relevant experience of taking a multi-agency approach and working in partnership with public and voluntary sector organisations.	X	X	X

<ul style="list-style-type: none"> <li>• Experience of working to targets.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Experience in using Microsoft Office Word, Outlook, Excel.</li> </ul>	X	X	X
<b>The person will have the following skills and abilities:</b>			
<ul style="list-style-type: none"> <li>• Sound value base and knowledge of people with a learning disability.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Ability to communicate in a variety of different ways, using a variety of different tools (where appropriate) and have the ability to easily build rapport with individuals.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Excellent written and spoken communications skills, including the ability to work accessibly and inclusively.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Working within a strengths based approach, having the ability to see and understand the individual, not just the behaviour or disability.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Be able to manage relevant stressful situations in a confident &amp; controlled manner.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• The ability to plan their own work, set priorities and complete them and meet deadlines, within given timescales.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Be able to work alone and use their initiative and work within in a team.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Have good organisational and planning skills.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Ability to facilitate change and empower service user's by developing their confidence, awareness, knowledge and skills.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Passionate about supporting individuals with disabilities/difficulties.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• Flexible and adaptable to working with a range of service users and in different contexts.</li> </ul>	X	X	X
<ul style="list-style-type: none"> <li>• <b>Hold a clean driving licence and has use of a car</b></li> </ul>	X	X	X

<ul style="list-style-type: none"> <li>• Able to work within and uphold the organisation's values &amp; ethos.</li> </ul>	<b>X</b>	<b>X</b>	<b>X</b>
<b>The following would be desirable:</b>			
<ul style="list-style-type: none"> <li>• Experience of working within the voluntary sector.</li> </ul>	<b>X</b>	<b>X</b>	<b>X</b>
<ul style="list-style-type: none"> <li>• Experience of managing challenging behaviour.</li> </ul>	<b>X</b>	<b>X</b>	<b>X</b>
<ul style="list-style-type: none"> <li>• Understanding of safeguarding when working with individuals with disabilities/difficulties.</li> </ul>	<b>X</b>	<b>X</b>	<b>X</b>
<ul style="list-style-type: none"> <li>• Understanding of equal opportunities and the ability to work in a way that puts equal opportunities into practice.</li> </ul>	<b>X</b>	<b>X</b>	<b>X</b>