

PERSON SPECIFICATION



| ATTRIBUTE | ESSENTIAL CRITERIA | DESIRABLE CRITERIA | ASSESSMENT METHOD |
|--|--|--|----------------------------|
| EXPERIENCE | Able to demonstrate the ability to work independently. | Experience of working in a care/support related position. | Application Form/Interview |
| | A full clean driving licence - day workers and Bank shifts only. | Experience of working with people with learning disabilities. | Application Form/Interview |
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| PERSONAL ATTRIBUTES | Shows an understanding and a belief in the "Core Principles" (COPY ENCLOSED) | | Application Form/Interview |
| | Can empathise with the needs and wishes of the service users. | | Interview |
| | Can demonstrate a mature outlook towards their work and responsibilities. | | Application Form/Interview |
| | Can act as an appropriate role model to the service users they are supporting. | | Interview |
| WORKING PRACTICES | Can accommodate a flexible shift pattern of work which may swap or change to meet service user needs. | Is willing and able to "cover" extra shifts as and when staffing circumstances dictate. | Interview |
| | Is willing and able able to escort service users on short holidays away (5-6 days per year). | | Application Form/Interview |
| | Will undertake all aspects of the job description willingly - including cleaning duties as instructed, participating in relevant activities etc and personal care. | | Application Form/Interview |
| CONTINUOUS PROFESSIONAL DEVELOPMENT | Demonstrates a willingness to develop existing skills base. Will undertake further mandatory training as and when required and within the allocated time frames. | Will take responsibility for their own continuous professional development and be keen to develop in specialist areas that aren't mandatory to the role of Care Team Member. | Application Form/Interview |
| | Will maintain a rate of 80% attendance (in any one year) at care team meetings. | | Application Form/Interview |
| | Will attend regular supervision sessions and annual appraisals. | | Interview |
| QUALIFICATIONS | Demonstrates evidence of literacy and numeracy skills at a minimum of QCF level 2 standard. | QCF level 2 in care or equivalent. | Application Form/Interview |
| | Is willing and able to undertake Common Induction Standards, QCF level 2 and other training pertinent to the role. | Common Induction Standards or equivalent. | Interview |
| | Hold NVQ level 2 or equivalent - Bank shifts only | | Application Form/Interview |

Note : To be considered for the role you must possess ALL the skills and attributes noted in the 'Essential Criteria' column as a minimum. Any skills or attributes noted in the 'Desirable Criteria' you have would be beneficial to the post and in turn your application.