



Person Specification

Support Worker / Relief Support Worker

Essential Criteria

Criteria	Details	Tested
Education & Qualifications	Must have, or be willing to work towards a QCF Diploma in Health & Social Care ( <i>or equivalent</i> ). Must be willing to undertake statutory training and developmental training.	
Motivation	Must be flexible and willing to work shift patterns - in line with direct support needs of the service. Must take instruction and be a 'team player'.	
Professional Qualities	Literate, numerate, confident approach to work & excellent communication skills. Must have sound values and a positive approach to equality & diversity. Must have good rapport building skills, be self-directed and able to work on own initiative within an identified framework. Able to meet the health, social and psychological needs of the residents.	
Knowledge, Skills & Behaviours	Must have an awareness of the requirements needed to support vulnerable individuals with complex needs.	
Experience	Some work, personal or voluntary experience of supporting vulnerable people.	

Desirable Criteria

Criteria	Details	Tested
Education & Qualifications	QCF Diploma in Health & Social Care, or equivalent. Specialist training in the field of learning disabilities, Autism or Asperger's.	
Motivation	Willingness to learn and continue their professional development.	
Professional Qualities	Ability to liaise with people at all levels; including senior management and multi-disciplinary team professionals. Ability to produce written reports and update care plans.	
Knowledge, Skills & Behaviours	Specialist knowledge in the field of learning disabilities, Autism, Asperger's.	
Experience	Substantial experience of working in a direct support capacity in the field of Learning Disabilities or Autism specific services.	