# Person Specification

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| JOB TITLE/BAND: | Mental Health & Wellbeing Senior Support Worker, Band 4 |
| LOCATION: | Various locations |
| HOURS: | 22.5 hours (temporary for 18 months) |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **EXPERIENCE:** | * Experience of working with people who have mental health problems * Ability to demonstrate   transferable experience,  knowledge and skills relevant to post   * Communicates openly,   honestly and professionally,  actively promoting team  working and building strong working relationships   * Adaptable to frequently   changing circumstances |  | * Application form * Statement of support * Interview * References |
| **QUALIFICATIONS:**  (Training; Research; Publications) | * Evidence of further training/ qualifications related to mental health and wellbeing | * Evidence of further training/qualifications pertaining to psychological interventions | * Application form * Statement in support. * Interview |
| **KNOWLEDGE & SKILLS:** | * Evidence of Ongoing training and Development * Presentation and training skills * Works to evidence-based practice. * Knowledge of current legislation and government strategies * Understanding of team dynamics and the ability to build and maintain relationships * Effective written, verbal, and non-verbal communication skills * Ability to reflect and critically appraise own performance * Computer literacy * Ability to work independently | * Understanding of care and professional governance and its application. * Experience of facilitating groups * Ability to analyse professional and ethical issues * Awareness of recovery approaches in mental health * Documented evidence of continuing professional development | * Application form * Statement of support * Interview * At interview can describe appropriate   communication  strategies and  appropriate  assessments and activities in a variety of scenarios   * References |
| **PERSONAL QUALITIES:** | * Willingness to work flexibly. * Committed to person-centred non-discriminatory practice * Organised, self-motivated, shows initiative committed to personal development * Dignity and respect for others * Ability to cope with and manage change |  | * Application form * Statement of support * Demonstrates   effective  communication and confidence at  interview   * References |
| **OTHER:**  (e.g. travel across Tayside) | * Ability to travel throughout the locality. * Good understanding of health, safety and risk |  | * Application form * Statement of support * Interview |