# Person Specification

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

|  |  |  |  |
| --- | --- | --- | --- |
| **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 teamworking 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

communicationstrategies and appropriateassessments 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

effectivecommunication and confidence atinterview* 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
 |