

PERSON SPECIFICATION

Post Title: Social Care Worker Grade

Post No: Generic

	ESSENTIAL	DESIRABLE
<u>Personal Features/Qualities</u>	<p>Positive attitude to service user group.</p> <p>Non-judgemental attitude.</p> <p>Physically fit.</p>	<p>Confidence to deal with conflict situations.</p> <p>Evidence of potential to acquire leadership and supervisory skills.</p>
	<p>Reliable and honest.</p> <p>Car owner/driver ^</p>	<p>Car owner/driver ^</p> <p>Supporting people through loss or bereavement.</p>
<u>Relevant Experience</u>	<p>Experience of working without direct supervision.</p> <p>Experience of providing care in any setting.</p> <p>Experience of working as part of a team.</p>	<p>1 year's experience of providing physical, emotional and social care to relevant service user group.</p> <p>Experience of helping service users to improve or maintain their skills and knowledge and/or independence.</p> <p>Experience of taking on additional responsibility e.g. Shift leader.</p> <p>Experience of moving and assisting, including use of relevant equipment.**</p> <p>Experience of supporting people through loss or bereavement.</p> <p>Experience of dealing with conflict situations</p>
<u>Education</u>	<p>Standard general grade English or equivalent (SCQF 4) or evidence of ability to write clearly and concisely.</p> <p>Commitment to continuing professional development (CPD).</p>	<p>Evidence of ability to complete appropriate SVQ (SCQF 5 or 6) and HNC (SCQF 7) or equivalent relevant qualification to work with service user group*</p>

	ESSENTIAL	DESIRABLE
<u>Skills, Abilities and Knowledge</u>	<p>Good interpersonal and communication skills.</p>	<p>Knowledge of equal opportunities / anti-discriminatory practice.</p>

Ability to maintain confidentiality.

Knowledge of relevant legislation, policies and procedures.

Good organisational skills.

Knowledge of relevant care standards.

Ability to maintain up to date / accurate records.

Evidence of potential to develop good assessment skills

Knowledge of issues affecting service user group.

Knowledge of roles of other professionals.

Driving Licence ^

ICT skills

Driving Licence ^

^ see section below on car ownership and driving licence requirements as they differ between workbases.

* see section below on qualifications required as they differ between workbases

** not applicable to all workplaces.

EXAMPLE