Person Specification

Winter Bed Support Worker - Arun

This person specification lists the skills, knowledge and experience required. You should provide evidence, in the form of an example, that you meet each **short list criteria only** (this is marked “**S or S/I**” on the person specification) on **page 3** of your application form.

E = Essential criteria D = Desirable criteria

S = Short listing criteria I = Interview criteria

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|  **Criteria** |  **E or D** | **S and/or I** |
| **Knowledge** |
| 1. Good knowledge of housing and homelessness issues
 | E | S/I |
| 1. Basic knowledge of alcohol, drugs and issues around addiction and relapse management
 | E | S/I |
| 1. Basic knowledge of mental health and personality disorders
 | D | I |
| 1. Basic understanding of the welfare benefits relating to adults
 | D | I |
| **Skills** |
| 1. Able to motivate and inspire clients to make positive life changes
 | E | I |
| 1. Able to work alone and in a team, taking initiative and responsibility for completing tasks, where appropriate
 | E | S/I |
| 1. Able to communicate with a wide range of people using excellent active listening skills to form healthy and constructive relationships
 | D | I |
| 1. Ability to take responsibility and make difficult decisions when required
 | E | I |
| 1. Able to manage difficult/ challenging behaviour using assertiveness and de-escalation techniques
 | E | I |
| 1. Commitment to extending own professional competence and knowledge.
 |  D | S/I |
| 1. Good computer literacy skills
 | D | S/I |
| **Experience** |
| 1. Experience of delivering support to vulnerable people
 | E | S/I |

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| **Inclusive** Blockchain |
| ***Valuing diversity*** * The smallest minority is the individual.
* We respect and value people for who they are, and believe that by giving people a voice, and listening to what they have to say, we all benefit.
* We are open and value differences to ensure we maintain our professional boundaries
* We look to involve our clients, volunteers and staff in all we do, and where we see it, we challenge discrimination.
* We believe in giving people at all levels a voice in decisions.
* Giving every individual the chance to achieve their potential free from prejudice and discrimination.
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| **Innovative** Brainstorm |
| ***Innovation and quality*** * Open to change.
* In our thoughts, words and actions we look for ways to innovate and develop our services
* We are constantly listening and learning.
* Inspire and motivate colleagues and clients to be part of the continued success of Stonepillow
* Come across as proactive and innovative in coming up with new ideas and creative solutions; build positively on the ideas of others
* Constructively challenge the status quo, identifying opportunities to do things better and grow our organisation.
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| **Accountable** Atom |
| ***Being professional*** * Understand how your work contributes to Stonepillow’s overall aims, fully embracing their role and responsibilities in helping us achieve a positive future for our clients
* Take personal responsibility for achieving your best or if mistakes are made.
* Be ambitious, setting clear and challenging goals; help and motivate others to achieve results.
* We take responsibility for our actions, keeping people informed and always do what we’ve said we’ll do.
* We take on board feedback and evaluate your results and impact as we strive to improve.
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| **Focused** |
| ***Being client focused and working collaboratively**** Take considered and balanced decisions in the interests of the clients we support
* Respond to stakeholder needs and feedback, putting clients at the heart of all we do and involving them in decisions that affect them
* Actively collaborate and work well with others across and outside the organisation, seeking ways to support each other’s work
* Share knowledge, information, and best practice with colleagues; seek to learn from other areas of the business
* Focus your time and energy on the tasks that are highest priority
* Track progress against targets and focus on delivering results in unity with partnerships and stakeholders

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| **Kindness** Open hand with plant |
| ***Respectful and kind**** We are approachable, actively offering help and support to others
* We are respectful and kind to others - it reflects in our key ethics
* Show interest in and empathy for others, respecting all colleagues, volunteers, and clients as individuals
* Active humility - Admit mistakes and be willing to ask for help and support when needed - personal growth is a key ingredient to kindness
* Actively listen, encouraging others to contribute their views; be open to suggestions from others, regardless of who they are
* Commit to learning new skills that will develop your approach and your commitment to unconditional positive regard.
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Language skills and a full UK or equivalent driving license are beneficial, but not essential.

**The following are required of all roles with Stonepillow. However, you do not need to address these in your application.**

 Genuine interest in and commitment to Stonepillow’s work and client group.

 An understanding of and commitment to diversity, inclusion & equality

 Willingness and ability to work shifts including evenings, weekends.

 Willingness to work flexibly in response to changing organisational requirements.