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

|  |  |  |
| --- | --- | --- |
| **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 |

|  |
| --- |
| **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. |
| **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. |
| **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. |
| **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 |
| **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. |

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.