

Person Specification

Senior Support Worker

	ESSENTIAL	DESIRABLE
SKILLS AND KNOWLEDGE	<ul style="list-style-type: none"> • Able to promote and work within Thera's equal opportunities policy • Able to make decisions • Able to plan a busy workload • Able to communicate effectively both verbally and non-verbally • Possess leadership skills • Assertive • Able to work in a team • Possess good interpersonal skills • Able to work on own initiative 	<ul style="list-style-type: none"> • IT literate • Accessing advocacy support • Knowledge of benefit entitlements • Knowledge of role of housing provider
EXPERIENCE AND QUALIFICATIONS	<ul style="list-style-type: none"> • Experience in working with people with a learning disability gained within the previous five years • NVQ Level 3 in Social Care or equivalent, or sufficient experience and value base (candidate must be prepared to attain this with Thera's support) • Able to relate to people from a wide range of backgrounds 	<ul style="list-style-type: none"> • Experience of working with minimal supervision • Supervisory or management qualification • Experience of managing work of others • Recruitment of staff
DISPOSITION	<ul style="list-style-type: none"> • Ability to deal with stressful situations • Reliable • Commitment to providing enabling services • Passionate about improving services for people • Role model • Organised approach to work 	<ul style="list-style-type: none"> • Wants to develop self and others
CIRCUMSTANCES	<ul style="list-style-type: none"> • Ability to work flexibility as required by the needs of the service. This may include shifts, weekends and bank holidays • Ability to travel as required to carry out the duties of the post • Car-driver/Full driving licence • Willingness to drive and transport others as part of job role 	

WHAT DOES THE POST INVOLVE?

Contributing to the management of a location and supporting staff to do the following:

- ✓ Providing support and direct care to people with a learning disability
- ✓ Assisting and enabling people to live their own lives
- ✓ Enabling choice and opportunity for people with a learning disability while supporting them in living, working and learning environments

SERVICE DEVELOPMENT



You would be supporting people to express their needs, wishes and opinions and share these with the Team. In conjunction with the Team Leader, you will help to design and deliver support plans to meet these needs and express these wants. You will be a positive role model for the team and organisation and will be involved in fundraising and recruitment.

MANAGEMENT



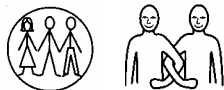
In conjunction with the Team Leader you will monitor and evaluate the work of Support Workers, volunteers and students, dealing with appraisals, rotas and budgets, performance issues and identify training and development needs. You will participate in the on call rota and display and maintain an up to date knowledge of all service issues and organisational policy/procedure.

SKILLS AND INDEPENDENCE



You would ensure that people have a voice in planning and delivery of their own support and would assist in managing the team to follow these plans and other relevant guidelines.

FAMILY AND FRIENDS



You would be supporting people to keep in touch with their friends and family and to make new friends.

PERSONAL CARE AND SELF IMAGE



You would be supporting people with their personal care and self image. This may include supporting people with bathing and dressing.

SPECIALIST NEEDS



You would be assisting the Team Leader to manage the support of people who may need additional help because they may be unable to participate in everyday life. They may be elderly, have difficulties with communication or have other disabilities.

RELIGION AND CULTURE



You would be promoting opportunities for people to practice their chosen religion, cultural beliefs and customs.

HEALTH AND WELLBEING



You would be supporting people to access doctors, dentists, physiotherapists and other specialist services. Using their advice you would support people in assessing their individual abilities, assisting them to formulate support and development programmes and monitoring their effectiveness, reporting and recording all significant details and sharing this with the rest of the team. You would be supporting people to manage their medication, administering this if required.

PLANNING PEOPLE'S SUPPORT



You would be liaising with families and agencies to ensure that people are supported appropriately, using your own initiative to identify any problems and reporting them to the Team Leader. You would contribute to the induction of new staff and act as Line Manager and Mentor to team members. You would contribute to the quality of support offered to people, monitoring this as appropriate.

SUPPORTING PEOPLE IN THEIR HOME



You would be supporting people to live safely in their own home, pay bills and make sure their home and belongings are looked after. You would contribute to Health, Safety and Security for people in all aspects of day to day living.

PROFESSIONAL DEVELOPMENT



In conjunction with the Team Leader you will plan your own and the team's workload and time, communicate effectively in writing and verbally and problem solve. There will support you to identify your development needs, attend training and progress your career.