**SPLW Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Description** | **Essential** | **Desirable** |
| **Personal Qualities & Attributes**  **Personal Qualities & Attributes** | |  | | --- | | Ability to listen, empathise with people and provide person-centred support in a non-judgemental way | | Able to get along with people from all backgrounds and communities, respecting lifestyles, and diversity | | Commitment to reducing health inequalities and proactively working to reach people from all communities | | Able to support people in a way that inspires trust and confidence, motivating others to reach their potential | | Ability to communicate effectively, both verbally and in writing, with people, their families, carers, community groups, partner agencies and stakeholders | | Ability to identify risk and assess/manage risk when working with individuals | | Have a strong awareness and understanding of when it is appropriate or necessary to refer people back to other health professionals/agencies, when what the person needs is beyond the scope of the wellbeing facilitator role – e.g. when there is a mental health need requiring a qualified practitioner | | Able to work from an asset-based approach, building on existing community and personal assets | |  | | Ability to maintain effective working relationships and to promote collaborative practice with all colleagues | | Commitment to collaborative working with all local agencies (including VCSE organisations, mental health organisations, community groups and faith organisations).  Able to work with others to reduce hierarchies and find creative solutions to community issues | | Demonstrates personal accountability, emotional resilience and works well under pressure | | Ability to organise, plan and prioritise on own initiative, including when under pressure and meeting deadlines | | High level of written and oral communication skills | | Ability to work flexibly and enthusiastically within a team or on own initiative | | Understanding of the needs of small volunteer-led community groups and ability to support their development | | Knowledge of and ability to work to policies and procedures, including confidentiality, safeguarding, lone working, information governance, and health and safety | | ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓ | ✓  ✓ |
| **Qualifications & Training** | NVQ Level 3 or equivalent qualifications or working towards  Demonstrable commitment to professional and personal development  Training in motivational coaching and interviewing or equivalent experience | ✓  ✓ | ✓ |
| **Experience** | Experience of working directly in a community development context, adult health and social care, learning support or public health/health improvement (including unpaid work)  Experience of supporting people, their families, and carers in a related role (including unpaid work)  Experience of supporting people with their mental health, either in a paid, unpaid or informal capacity  Experience of working with the VCSE sector (in a paid or unpaid capacity), including with volunteers and small community groups  Experience of partnership/collaborative working and of building relationships across a variety of organisations | ✓  ✓  ✓  ✓ | ✓ |
| **Skills & knowledge** | Knowledge of the personalised care approach  Understanding of the wider determinants of health, including social, economic and environmental factors and their impact on communities  Knowledge of community development approaches  Knowledge of IT systems, including ability to use word processing skills, emails and the internet to create simple plans and reports  Knowledge of motivational coaching and interview skills  Knowledge of VCSE and community services in the locality | ✓  ✓  ✓ | ✓  ✓  ✓ |
| **Other** | Meets DBS reference standards and has a clear criminal record, in line with the law on spent convictions  Willingness to work flexible hours when required to meet work demands  Access to own transport and ability to travel across the locality on a regular basis, including to visit people in their own homes | ✓  ✓  ✓ |  |