Logo, company name

Description automatically generated

**Person Specification – Adult Lead Worker Service Lead**

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| --- | --- | --- | --- | --- |
| **Criteria** | **E- Essential**  **D - Desirable** | **Assessment** | | |
| AF | I | T |
| QUALIFICATIONS  Accredited qualification(s) in relevant field such as adult social care, mental health, addiction | D | X |  |  |
| KNOWLEDGE, SKILLS, EXPERIENCE  Considerable proven experience of working with adults with multiple disadvantage including substance use, mental health, history or repeat homelessness and offending history  Strong understanding of barriers faced by individuals experiencing multiple disadvantage.  Proven knowledge and understanding of adult safeguarding  Understanding of PIE (psychologically informed environments), trauma informed care and strengths based practice  Experience and ability to collate and report on various outcomes and statistics.  Outstanding communication skills  Excellent organisational skills  Ability to plan and organise workload and casework  Competent IT user including Word, Excel, Outlook, internet  Experience of using a client case management database  Previous experience of managing staff or volunteers | E  E  E  E  E  E  E  E  E  D  D | X  X  X  X  X  X  X  X  X  X  X | X  X  X  X  X  X  X  X  X | X  X  X  X  X |
| BEHAVIOURS AND PERSONAL ATTRIBUTES  Strong alignment and commitment to organisational values  Works well in a team setting, recognising and embracing the value of differing strengths and approaches within the team.  Ability to uphold good personal boundaries when working with vulnerable people.    Exercises tact and discretion dealing sensitively with challenging situations    Highly energetic with a passion for working with people whose voices are less heard in society    Proactive and able to independently seek out opportunities to improve practice and build partnerships.    Highly resilient and able to manage the emotional challenges of working with an extremely vulnerable client group    Able to be resourceful and find creative solutions to problems    Ability to work flexibly | E  E  E  E  E  E  E  E  E | X  X  X  X  X  X  X  X  X | X  X  X  X  X  X  X  X  X | X  X  X  X |
| SPECIAL REQUIREMENTS  Enhanced DBS  Full driving licence | D  D | X  X |  |  |