

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

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| **Criteria** | **E- Essential****D - Desirable** | **Assessment** |
| AF | I | T |
| QUALIFICATIONSAccredited qualification(s) in relevant field such as adult social care, mental health, addiction | D | X |  |  |
| KNOWLEDGE, SKILLS, EXPERIENCEConsiderable proven experience of working with adults with multiple disadvantage including substance use, mental health, history or repeat homelessness and offending historyStrong understanding of barriers faced by individuals experiencing multiple disadvantage. Proven knowledge and understanding of adult safeguardingUnderstanding of PIE (psychologically informed environments), trauma informed care and strengths based practiceExperience and ability to collate and report on various outcomes and statistics. Outstanding communication skillsExcellent organisational skillsAbility to plan and organise workload and caseworkCompetent IT user including Word, Excel, Outlook, internet Experience of using a client case management databasePrevious experience of managing staff or volunteers | EEEEEEEEEDD |  XXXXXXXXXXX | XXXXXXXXX | XXXXX |
| BEHAVIOURS AND PERSONAL ATTRIBUTESStrong alignment and commitment to organisational valuesWorks 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 | EEEEEEEEE | XXXXXXXXX | XXXXXXXXX | XXXX |
| SPECIAL REQUIREMENTSEnhanced DBSFull driving licence | DD | XX |  |  |