

Kettering Mind
Person Specification – Community Support Worker

Factors	Essential	Desirable	Method of Assessment
Qualifications	At least 5 GCSE's including English and Mathematics or equivalent qualifications Level 3 in Health and Social Care or a willingness to work towards	Health and Safety and/ or Basic Food hygiene certificate	Application form and certificate check
Experience	Professional or personal experience in a care or support role	Experience of supporting individuals experiencing mental health problems and distress Experience of working in a supported housing environment Experience of supporting individuals to work towards outcomes within set timeframes	Application form, interview and references
Knowledge and skills	Excellent organisational and time management skills Excellent communication skills Good I.T. skills A good understanding of how to maintain professional boundaries Hold a full driving licence valid in the UK, with access to own vehicle for work purposes	An understanding of the challenges faced by individuals experiencing mental health problems	Application form, interview and references
Personal attributes	Committed to the overall aims and values of the organisation Must have ability to quickly build rapport and trusting relationships Able to adapt approach to the situation & person being supported & cope positively with challenging and diverse behaviour		Interview and references

	<p>A team player with a positive 'can do' attitude</p> <p>Excellent attention to detail, following tasks through to completion</p> <p>Able to demonstrate an empathic and non-judgemental attitude towards others</p>		
Motivations and Expectations	<p>Able to use a problem-solving and creative approach to respond appropriately to a wide range of situations</p> <p>Able to work on own initiative or with others requiring minimal supervision</p> <p>Be adaptable and work flexibly to meet the needs of the service and organisation</p> <p>Able to work a flexible shift pattern on a rota based system</p> <p>Comfortable with lone working</p>		Interview
Equal Opportunities	<p>Commitment to anti-discriminatory practice and the ability to demonstrate an understanding of equal opportunities, values and diversity of others</p> <p>Ensure consistent and effective implementation of Kettering Mind's Equal Opportunities policy and procedures</p>		Interview
Health and Safety	<p>Demonstrate a clear understanding of and commitment to Health and Safety legislative standards and their implementation</p>	<p>Have an understanding of safeguarding, risk assessment and risk management principles and processes</p>	Interview