Kettering Mind Person Specification
Resource Centre & Outreach Support worker

Factors	Essential	Desirable	Method of Assessment
Qualifications	Educated to GCSE level (or equivalent), including English and Maths. Level 3 qualification (or above) in Health & Social Care, Mental Health, Counselling, Community Development or a related subject.	Level 3 Award in Education and Training (or equivalent). Mental Health First Aid or relevant wellbeing qualifications.	Application form and certificate check
Experience	Experience of supporting people with mental health, wellbeing or related support needs. Experience of providing one-to-one support to individuals. Experience of planning and facilitating groups, workshops or activities. Experience of building positive relationships with individuals and partner organisations. Experience of maintaining accurate records and monitoring information.	Experience of carrying out assessments, reviews and support planning. Experience of outreach, community engagement or partnership working. Experience of supporting volunteers.	Application form, interview and references
Knowledge and skills	Understanding of mental health, wellbeing and recovery-focused approaches. Excellent communication and interpersonal skills, with the ability to build rapport and engage effectively with individuals and groups from diverse backgrounds. Confidence in delivering presentations and facilitating group sessions. Competent IT skills and ability to use electronic record systems. Good organisational and time management skills, with the ability to prioritise workload and work independently. Ability to maintain professional boundaries and confidentiality.	Knowledge of local mental health and community support services.	Application form, interview and references

	Ability to respond appropriately and professionally to challenging situations.		
Personal qualities	Commitment to the vision, mission, goals and values of Kettering Mind. Compassionate, patient and non-judgemental approach. Positive and flexible attitude. Ability to build and maintain positive working relationships. Commitment to promoting equality, diversity and inclusion. Motivated to support and empower individuals to improve their wellbeing. Reliable, organised and professional. Willingness to undertake relevant training and continuous professional development.		Interview and references
Safeguarding and risk management	Understanding of safeguarding responsibilities and professional boundaries. Understanding of risk assessment and risk management principles. Commitment to maintaining safe working practices.		Interview
Other	Flexibility to work evenings and community events where required. Satisfactory Enhanced DBS Check with relevant Barred List Check(s). Full UK driving licence and access to a vehicle for work purposes.		Application form and interview