

**ISLE OF WIGHT COUNCIL
PERSON SPECIFICATION**
JOB TITLE: Support Team Worker

POSTS NO: 45006635

DIRECTORATE: Community Wellbeing & Social Care **DATE:** 13/10/2020

GRADE: Scale4 (A)

| E = ESSENTIAL D = DESIRABLE | | SOURCE OF EVIDENCE - APPLICATION FORM = A TEST = T INTERVIEW = I | |
|--|--|---|-----|
| | 1. EXPERIENCE, direct work experience, other relevant experience. 4 | W= | |
| E | A range of experience in caring for people who are elderly. | | A |
| | | | |
| | 2. KNOWLEDGE, without which the job cannot be done effectively. 4 | W= | |
| E | Basic knowledge of the ageing process. | | A/I |
| E | Knowledge and understanding of the importance of Health & Safety legislation. | | A/I |
| E | Basic knowledge of physical care practices. | | A/I |
| | 3. SKILLS & ABILITIES, Essential/Capable of doing, Desirable/Able to train. 5 | W= | |
| E | Ability to work well in a team. | | A/I |
| E | Ability to communicate and relate to vulnerable service users and their families. | | I |
| E | Ability to undertake personal care. | | A/I |
| | 4. QUALIFICATIONS, TRAINING & EDUCATION, also identifies training to be given. W= 5 | | |
| D | NVQ Level II or willing to train. | | A/I |
| E | A willingness to undertake training in re-ablement | | A/I |
| | 5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition. W= 5 | | |
| E | Positive in approach – self motivated | | I |
| E | Able to follow guidance both written and verbal. Responsive to guidance. | | I |
| E | Kind and caring in manner. | | I |
| | 6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc. 5 | W= | |
| E | Available to work additional hours at short notice. | | A/I |
| E | Willingness to work across all areas of service provision | | A/I |
| | CONTRA INDICATIONS, if any | | |
| | | | |