

ISLE OF WIGHT COUNCIL

PERSON SPECIFICATION

JOB TITLE: Community Support Worker, **DIRECTORATE:** Community Services
SECTION: Adult Learning Disability Team
GRADE: Welfare Assistant/Scale 3 **POST NO:** 179794
PREPARED BY: Daron Perkins **DATE:** April 05

E = ESSENTIAL D = DESIRABLE		SOURCE OF EVIDENCE - APPLICATION FORM = A TEST = T INTERVIEW = I	
	1. EXPERIENCE, direct work experience, other relevant experience.	W= 5	
E	Direct work with adults with learning disabilities.		A
D	Enabling people to maximise their potential.		I
	2. KNOWLEDGE, without which the job cannot be done effectively.	W= 3	
D	Understanding of the principles of the Valuing People agenda.		A/I
D	Understanding of the emotional, social and psychological effects of disability on the individual and their family/carers.		I
	3. SKILLS & ABILITIES, Essential/Capable of doing, Desirable/Able to train.	W= 4	
E	Good interpersonal skills, ability to work effectively with others.		A/I
E	Ability to communicate effectively with service users, carers and other professionals.		A/I
	4. QUALIFICATIONS, TRAINING & EDUCATION, also identify training to be given.	W= 2	
	Not necessary for this post.		
D	Willingness to learn new skills advantageous.		I
	5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition.	W= 4	
E	Enthusiastic, ability to work under pressure.		I
E	Creative, adaptable and innovative.		I
E	Sense of humour.		I
	6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc.	W= 5	
E	Flexibility over working hours.		A/I
E	Car driver / other		A/I
	CONTRA INDICATIONS, if any		