

PERSON SPECIFICATION



Post: Project worker/Gardener

<p>In addition to the attributes detailed below, we are seeking an individual who will value and respect all others as equal.</p>	
<p>1. Attainments (e.g. educational / professional / training qualifications, licences, specific work experience, etc.)</p>	
<p>Essential:</p> <ul style="list-style-type: none"> ▪ Experience of working with adults with learning disabilities and /or working in a care setting ▪ To hold or be willing to work towards mandatory social care qualifications, and those as required by the Trust relevant to this post. ▪ Full manual licence valid for driving in the UK (if employed to drive) including D1. 	<p>Desirable:</p> <ul style="list-style-type: none"> ▪ Experience of working with young people / adults with Autism ▪ An awareness of national social care policy issues and relevant legislation. ▪ To hold a recognised social care qualification ▪ Horticultural experience or qualification
<p>2. Special Aptitudes (specific skills /abilities /competencies, e.g. numerical /communication /creative skills, etc.)</p>	
<p>Essential:</p> <ul style="list-style-type: none"> ▪ Experience and/or competence in horticulture ▪ The ability to transfer the above skills to our service users at a level appropriate to each individual; ▪ A good standard of literacy and numeracy, with the ability to record documentation accurately, legibly and in line with the organisation policy and procedure. ▪ Basic IT skills in Word and email. ▪ Ability to communicate clearly with service users, colleagues, families and other professionals. ▪ Ability to work on own and as part of a team. ▪ Ability to plan and organise own workload and meet deadlines. ▪ To maintain confidentiality within the organisational policy and procedure. ▪ Ability to deal with challenging behaviour from service users. 	<p>Desirable:</p> <ul style="list-style-type: none"> ▪ Ability to think creatively in order to devise a variety of tasks and activities ▪ A knowledge of horticulture and an ability to safely carry out and supervise a range of horticultural and conservation activities at Trust sites. ▪ Advanced IT skills ▪ Retail experience for our social enterprise activities ▪ Interest/skills in conservation and environment ▪ Knowledge around food and nutrition
<p>3. General Intelligence (e.g. ability to define /solve problems, use of initiative, learn new skills, etc.)</p>	
<p>Essential:</p> <ul style="list-style-type: none"> ▪ Ability to problem solve competently and work on own initiative 	<p>Desirable:</p>
<p>4. Disposition (e.g. attitude to work / people)</p>	
<p>Essential:</p> <ul style="list-style-type: none"> ▪ Ability to manage yourself and others in stressful situations. ▪ Positive attitude towards people with learning disabilities. ▪ A flexible approach to your work e.g. if 	<p>Desirable:</p>

<p>required to occasionally stand in for other staff, working outdoors when necessary;</p> <ul style="list-style-type: none"> ▪ Reliable attendance and good time keeping ▪ To promote a positive image of the organisation and service users at all times ▪ To support service users in their personal choices and beliefs. 	
<p>5. Health (physical attributes e.g. ability to life, general health, speech, male/female, etc.)</p>	
<p>Essential:</p> <ul style="list-style-type: none"> ▪ General good health; ▪ A good standard of personal hygiene and grooming; ▪ Ability to support service users in their daily activities, e.g. cooking, crafts, retail, horticulture, etc. ▪ Ability to perform moving and handling tasks relevant to your job. 	<p>Desirable:</p> <ul style="list-style-type: none"> ▪ the ability to perform physical horticultural tasks;
<p>6. Interests (work/leisure related, e.g. chairing committees, team sports, outdoor interests, gardening, 'specific' etc)</p>	
<p>Essential:</p> <ul style="list-style-type: none"> ▪ An interest in working with people with learning disabilities ▪ Interest in creative activities 	<p>Desirable:</p> <ul style="list-style-type: none"> ▪ An interest in leading or participating in team or group activities; ▪ Allotment holder or experience of growing food ▪ Willow craft
<p>7. Circumstances (e.g. other commitments, religious or secular, e.g. other commitments, religious or secular, mobility, ability to work weekends, holidays etc.)</p>	
<p>Essential:</p> <ul style="list-style-type: none"> ▪ Availability, when required, to work outside regular hours to attend SRT staff meetings and client centred meetings ▪ Willingness to drive the Trust minibus / work vehicles as and when needed. 	<p>Desirable:</p> <ul style="list-style-type: none"> ▪ A flexible approach to holidays

October 2017

