



PERSON SPECIFICATION

Post: Support Worker

Location: You may be required to work in any Autism at Kingwood services. A service is the place where someone lives and calls their home.

Accountable to: Support Manager, via Senior Support Worker

Factor	Essential Requirements	Desirable Requirements	How Measured
EDUCATION & TRAINING	Willingness to complete any required training for the role.	Basic knowledge of Autism. Basic knowledge of Mental Health.	Application form
EXPERIENCE & KNOWLEDGE	Willingness to learn how to support an autistic adult. Understanding of people's general healthcare needs and how these affect a person's overall well-being. Willingness to work to policies, procedures and under direction.	Understanding how people with learning disabilities choose to communicate their needs, preferences and frustrations. Experience of administering medication. To have an understanding or working knowledge of Active Support. To have some knowledge of different methods and techniques of assisting people with learning difficulties to achieve their best.	Application form and Interview
SKILLS	Ability to undertake direct work with people with learning disabilities in line with support guidelines.	To be able to plan own work and achieve required standards and deadlines.	Interview

	Understanding of setting life goals and how to work towards achieving them. An understanding of the need for consistency and routine in services for autistic adults and an ability to work to guidelines consistently. An awareness of the impact of poor communication on challenging behaviour. An ability to work constructively and sensitively with people and organisations who are important to the people we support. Good interpersonal and communication skills. To be able to contribute to promoting equal opportunities including challenging discriminatory or poor practice.	Experience of working with challenging behaviour. To be able to positively contribute to the management of challenging behaviour.	
PERSONAL QUALITIES	To be reliable, honest, flexible, motivated and to have a person-centred approach to working with individuals. To be able to work effectively within a team and on your own.	To be able to work constructively, respectfully and sensitively with families, professionals and the general community and to maintain appropriate boundaries. A full, clean driving licence.	Interview
SPECIFIC REQUIREMENTS	To be able to work variable shifts in accordance with rota patterns		Interview