

## Health and Wellbeing Practitioner – Physical activity and self-management support

### PERSON SPECIFICATION

The role will involve delivery of one to one and group based self-management support and support for physical activity. Alongside supporting the development of peer volunteer.

Attributes	Essential (Minimum acceptable attributes)	Desirable (Attributes of the ideal candidate)	How we will assess
<b>Education, qualifications and training</b>	<ul style="list-style-type: none"> <li>• Fitness instructor training – including exercise prescription or further condition specific exercise training</li> <li>• Training in collaborative competency based therapeutic approaches eg. Solution focused Brief Therapy, Person centred approaches and motivational interviewing</li> </ul>	<ul style="list-style-type: none"> <li>• Other specific fitness training eg class training, pilates</li> </ul>	<ul style="list-style-type: none"> <li>• Application, certificates</li> </ul>
<b>Skills, attributes and knowledge</b>	<ul style="list-style-type: none"> <li>• Be able to work autonomously</li> <li>• Good group facilitation skills</li> <li>• Knowledge of asset based/ outcome based approaches</li> <li>• Strong written and verbal communications</li> <li>• Good IT skills</li> <li>• Ability to prioritise workload</li> <li>• Good knowledge of H&amp;S guidelines around exercise</li> <li>• An understanding of self-management approaches</li> <li>• Ability to network with both practitioners and people who use services.</li> <li>• Strong interpersonal skills with an ability to: build and maintain relationships based on trust and respect; communicate with and relate to people at all levels; listen well; treat people with empathy and be non-judgemental; and manage conflict.</li> </ul>		<ul style="list-style-type: none"> <li>• Application, certificates</li> <li>• Written statement</li> <li>• Interview and selection process</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with people with physical and mental health problems who are experiencing psychosocial barriers</li> <li>• Experience of supporting people on a one to one basis to managing health and/or life situations</li> <li>• Experience of supporting volunteers</li> <li>• Experience of facilitating group based physical activity options.</li> <li>• Previous experience of supporting people with complex support needs to start physical activity</li> <li>• Experience of developing sustainable physical activity options for people with long term conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of evaluating the benefits of physical activity</li> <li>• Experience of supporting people with complex life health issues into physical activity</li> </ul>	<ul style="list-style-type: none"> <li>• Application, certificates</li> <li>• Written statement</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of partnership/ collaborative working</li> <li>• Ability to motivate and empower people rather than doing things for them.</li> </ul>		
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A reflective practitioner</li> <li>• A team player</li> <li>• Creative and proactive</li> <li>• Flexible and adaptable</li> <li>• Empathetic</li> <li>• Shares Thistle's values</li> <li>• Good time management</li> <li>• Resilient</li> <li>• Excellent interpersonal skills</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Driving licence</li> </ul>		