

HEALTH AND WELLBEING LEAD PRACTITIONER (Self Directed Support)

PERSON SPECIFICATION

Attributes	Essential (minimum acceptable attributes)	Desirable (attributes of the ideal candidate)	How we will assess
Education, qualifications and training	<ul style="list-style-type: none"> • Health and Social Care or equivalent qualification or equivalent which meets SSSC conditions to register as a supervisor within a housing support service • Registration with the Scottish Social Services Council or Health and Care Professionals Council • Evidence of continuing professional development through further qualifications or specialist training in relation to leadership, management, community development or care 	<ul style="list-style-type: none"> • Appropriate supervisory qualification to meet SSSC conditions for registration as a supervisor within a housing support service • Evidence of continuing professional development through further qualifications or specialist training in relation collaborative strengths based approaches to work with people e.g. Solution Focused Brief Therapy (SFBT), Cognitive Behavioural Therapy (CBT), Person Centred Planning, Motivational Interviewing (MI), Community Building and Asset Mapping 	<ul style="list-style-type: none"> • Application • Certificates
Skills and knowledge	<ul style="list-style-type: none"> • Practical knowledge of person centred, asset based and outcome focused approaches to working with people • Good interpersonal skills • Ability to work in a matrix reporting and accountability structure • Good facilitation and group work skills • Ability to multi task and meet agreed deadlines • Good written and verbal communication skills • Ability to build constructive relationships and engage sensitively with vulnerable people, their families and friends • Ability to lead, manage & develop effective teams • Knowledge and skills in use of good decision making tools to aid strategic planning. 	<ul style="list-style-type: none"> • Understanding of participative approaches to leadership and team building • Working knowledge of a range of mental health and long-term conditions and/or disabilities • Practical experience of delivering supported living and/or self directed support 	<ul style="list-style-type: none"> • Application • Certificates • Group facilitation exercise • Written statement • Meet the Thistle • Interview
Experience	<ul style="list-style-type: none"> • Experience of setting up and managing support for people who experience disability, mental health or long-term conditions • Working with people in ways that are person centred, asset based and outcome focused • Practical experience of leading teams through coaching and mentoring 	<ul style="list-style-type: none"> • Experience of practicing participative approaches to leadership and team building • Experience of collaborative strengths based approaches to work with people e.g. Solution Focused Brief Therapy (SFBT), Cognitive 	<ul style="list-style-type: none"> • Application • Certificates • Written statement • Interview

	<ul style="list-style-type: none"> • Successful collaborative working with statutory bodies, community organisations and other external agencies • Experience of monitoring and reporting on service quality in line with specified standards • Maintaining appropriate staffing levels by recruiting staff with appropriate knowledge, skills and practical experience • Experience and ability to cope with a fast pace of unplanned and planned operational change. 	Behavioural Therapy (CBT), Person Centred Planning, Motivational Interviewing (MI), Community Building and Asset Mapping	
Personal qualities	<ul style="list-style-type: none"> • Reflective practitioner • A team player • Creative and proactive • Flexible and adaptable • Empathic • Shares Thistle's values • Able to demonstrate resilience and perseverance in the face of resistance and opposition 		<ul style="list-style-type: none"> • Application • "best selfie" • Meet the Thistle • Interview
Other	<ul style="list-style-type: none"> • Driving licence • Car owner 		