

**Health and Wellbeing Practitioner  
PERSON SPECIFICATION**

| <b>Attributes</b>                             | <b>Essential<br/>(Minimum acceptable attributes)</b>  | <b>Desirable<br/>(Attributes of the ideal candidate)</b>   | <b>How we will assess</b>   |
|---|---|--|---|
| <b>Education, qualifications and training</b> | <ul style="list-style-type: none"> <li>• Training in a collaborative competency based therapeutic approach eg Solution focused Brief Therapy, Person centred approaches, Motivational interviewing</li> </ul>   | <ul style="list-style-type: none"> <li>• Community education/ community development, social work or equivalent</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> </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 in a community based setting working with people with physical and mental health problems who are experiencing psychosocial barriers</li> <li>• Experience of supporting volunteers and supporting peer development</li> <li>• Experience of facilitating group based interventions</li> <li>• Experience of supporting people on a one to one basis to explore managing health and/or life situations</li> </ul>  | <ul style="list-style-type: none"> <li>• Experience of working with vulnerable people in complex life situations</li> <li>• Experience of partnership/ collaborative working</li> <li>• Experience of monitoring and evaluation</li> </ul> | <ul style="list-style-type: none"> <li>• Application, certificates</li> <li>• Written statement</li> <li>• Interview</li> </ul>                       |
| <b>Personal qualities</b>                     | <ul style="list-style-type: none"> <li>• A reflective practitioner</li> <li>• Able to manage a challenging caseload</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>• Excellent interpersonal skills</li> <li>• Able to demonstrate resilience and perseverance in the face of resistance and opposition</li> <li>• Able to work autonomously with remote supervision</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>   |  |   |