**Independent Advocacy Worker**

**Person Specification**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| **EXPERIENCE AND UNDERSTANDING** | * Experience of working in social care or health sectors Knowledge and experience of Independent Advocacy * Experience of working with people who are vulnerable through disability, illness or life circumstances. * Understanding of the Principles, Standards and Code of Best Practice of independent advocacy * Understanding the needs of people who may experience barriers. * Demonstrate knowledge and understanding of issues experienced by people with mental illness, unpaid carers, learning disability, dementia and children & young people * Multi agency networking with Health and Social Care Partnership, and other third sector organisations. | * Previous advocacy experience * Experience in the Child Protection and Children’s Hearing systems, mental health tribunal system * Understanding of Mental Health (Care & Treatment) (Scotland) Act 2003 * Adults with Incapacity (Scotland) Act 2000 * Adult Support & Protection (Scotland) Act 2007 * Carers (Scotland) Act 2016 * Education (Additional Support for Learning) (Scotland) Act 2004 * National Care Standards |
| **GENERAL SKILLS** | * Effective communication skills, both written and oral * IT skills * To be able to work with a case management system to maintain accurate and up to date written information and records. * To be highly motivated enthusiastic, flexible in order to demonstrate a positive commitment to the values of IAPK * Ability to prioritise and demonstrate good time management | * Ability to be creative to engage with children and young people |
| **EDUCATION AND QUALIFICATIONS** | * Good overall higher education * Current Driving Licence and sole use of a car | * Relevant qualification – e.g. social work, counselling, |
| **INTERPERSONAL SKILLS** | * Ability to work in a team * Sensitivity/empathy to the needs of others * Ability to prioritise and demonstrate good time management * Ability to liaise with professionals at all levels in appropriate manner * Ability to work with people who are experience difficulty with engagement or have difficulty in communicating due to barriers in society. * Proactive approach to dealing with issues * Listening Skills * Non Judgemental attitude * Flexibility * Approachability and Openness |  |