

Deputy Team Leader

Person specification – Pentland Team

Values

Essential:

- A person-centred working approach
- An interest in being part of a community where people live and work together
- An appreciation of the uniqueness of the people we support.
- Willingness to learn and work out of our core values and principles, Social Therapy and Social Pedagogy

Experience

Essential:

- Minimum of 3 years experience of supporting people with a learning disability, autism or additional needs.
- Experience of supporting people with needs that may include: epilepsy requiring emergency medication, behaviors of concern, complex physical needs.
- Experience of keyworking, partnership working with families, carers and professionals.

Desirable:

- Experience of carrying responsibility whether in social care or elsewhere

Qualifications

Essential:

- Driving licence. Willingness to drive a minibus and a tipper truck
- Maintain SSSC registration when it applies to day services (currently not required) and Continuous Professional Development requirements

Desirable

- SVQ3 in Health and Social Care or HNC in Social Care or equivalent
- Qualification in Social Therapy or Social Pedagogy
- Training in First Aid, Epilepsy, Moving and Handling

Knowledge

Essential:

- An understanding of the needs facing people with learning disabilities
- Awareness of autism and how it may affect an individual
- Appreciation of ideas underpinning community

Desirable:

- Understanding of a Camphill community values and ethos
- Knowledge of social pedagogy and / or social therapy
- Knowledge of communication strategies and person centred approaches used with people with learning disabilities or autism

Skills

Essential:

- Excellent communication skills, particularly recognising the importance of listening.
- Flexibility and resilience
- Ability to support people in small groups, and in one-to-one and as part of a team.
- Interest in supporting people to develop skills, purpose and wellbeing.
- Ability to work on own initiative and “think for yourself”
- Record keeping and good IT skills.
- To have practical craft skills ideally in skills in one or more of the following; woodwork and joinery green woodwork, basketry, environmental work/gardening.

Attributes

Essential:

- Empathy and a compassionate approach
- A positive attitude
- Willingness and capacity to work indoors and outdoors
- Willingness to learn and continuously develop
- Positive approach to problem solving and an ability to look at solutions rather than focus on problems
- Ability to try new things and interest in ‘thinking outside of the box’
- A passion for working with people and ability to inspire motivation in others
- To have a passion for practical hands on work, making things using initiative and creativity.