

Practice Development Lead 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"> • Appropriate qualifications to meet SSSC conditions to register as manager of a housing support service • Registration with the Scottish Social Services Council or Health Professionals Council • Evidence of continuing professional development through further qualifications or specialist training 	<ul style="list-style-type: none"> • Additional qualification in the field of disability 	<ul style="list-style-type: none"> • Application • Certificates
Skills and knowledge	<ul style="list-style-type: none"> • Good awareness of the Health and Social Care policy context including self directed support and long term condition self management • Specialised knowledge of person centred, asset based and outcome focused approaches to working with people • Demonstrated ability to design resilient service responses for people who challenge and/or are experiencing crises. • Ability to build constructive relationships and engage sensitively with people and their families • Ability to analyse, assess and plan progress with staff teams • Excellent interpersonal, facilitation & presentation skills • Ability to multi task and meet agreed deadlines • Strong written communication skills • Strong process approach and attention to detail 	<ul style="list-style-type: none"> • Understanding of participative approaches to leadership and team building • Working knowledge of a range of disabilities, mental health and long-term conditions 	<ul style="list-style-type: none"> • Application • Certificates • Presentation • Written report • Practice scenarios • Interview
Experience	<ul style="list-style-type: none"> • Extensive experience of setting up personalised asset based support for people who experience disability, mental health or long-term conditions • Extensive experience of leading teams in a variety of settings 	<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 	<ul style="list-style-type: none"> • Application • Certificates • Presentation

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	<ul style="list-style-type: none"> • Successful collaborative working with statutory bodies, community organisations and other external agencies • Experience of supporting staff to amend and improve their practice • Experience of improving the quality of life of people who challenge • Experience of effectively leading forums and working groups 	<ul style="list-style-type: none"> • Experience of working in the voluntary sector • Project management experience 	<ul style="list-style-type: none"> • Written report • Practice scenarios • Interview
Personal qualities	<ul style="list-style-type: none"> • Strong belief in the inclusion of people with disabilities • Motivated to achieve the most for people who need support • Reflective practitioner • Team worker • Creative / thinks outside the box • Flexible • Empathic • Shares Thistle's values • Able to demonstrate resilience in the face of resistance and opposition 		<ul style="list-style-type: none"> • Application • "best selfie" • Presentation • Written report • Practice scenarios • Interview
Other	<ul style="list-style-type: none"> • Driving licence • Car owner 		