**Visualise Scotland**

**Support Worker Person Specification**

|  |  |  |
| --- | --- | --- |
| **Essential** | Skills and Experience | * At least 2 years’ experience of supporting people with profound disabilities in their own homes and community settings.
* Experience of epilepsy and managing difficult epilepsy (MDE) and experience of administration of emergency medication, e.g. Midazolam or Diazepam.
* Experience of augmentative or alternative communication systems.
* Experience of managing potential or actual challenging behaviour.
* A caring and compassionate person who is committed and able to provide high quality, respectful, person-centred care and support to vulnerable people which maximises their quality of life, protects their dignity, and allows them to make choices about their lives and care to the extent possible.
* Self-motivated, flexible and adaptable
* A team player who is also able to work well with the Service Management team, other staff and also on their own initiative.
* Good interpersonal skills to enable inclusive working with family members and other stakeholders.
* Good organisational skills.
* Good written communication skills, ability to complete records in a clear and concise manner and ability to share knowledge and ideas.
* Good ICT skills including use of email and online forms.
 |
| Values and Behaviours | * Ability to demonstrate, understand and apply our workplace values. Our values are embedded in all roles and applicants must evidence their attitudes as part of the application process. Visualise values are that your approach should always be:
* Caring
* Inclusive
* Integrated
* Personalised
* Professional
 |
| Education and Qualifications | * SVQ 2/3 or HNC in Health and Social Care or equivalent
 |
| **Desirabl**e | Skills & Experience | * Experience in a similar role, with responsibility for monitoring records and ensuring that organisational, regulatory and legislative standards are maintained.
* Experience liaising with internal and external stakeholders
* Experience working as part of on-call service
 |