

## HEALTH AND WELLBEING PRACTITIONER

### PERSON SPECIFICATION

	<b>Essential</b>	<b>Desirable</b>	<b>How we will assess</b>
Education Qualifications, Training	<ul style="list-style-type: none"> <li>- Degree level qualification or equivalent in Health and Social Care</li> <li>- Health and Social Care Practitioner, NMAHP, Community Education, Community Development, Social Work</li> <li>- Registration with the Health and Care Professionals or Scottish Social Services Council</li> </ul>	<ul style="list-style-type: none"> <li>- Training in using person centred, collaborative, outcomes focused, strength-based and trauma informed approaches</li> <li>- E.g. Thistle’s Introduction to Solution Focused Practice; Good Conversations Training; Care and Support Planning</li> </ul>	<p>Application</p> <p>Certificates</p>
Qualities	<ul style="list-style-type: none"> <li>- Belief in the Thistle Approach</li> <li>- Understands person centred practice, diversity and inclusion</li> <li>- Belief in the strengths and resilience inherent in people and communities</li> <li>- Committed to personal / professional development</li> <li>- Committed to self-care / personal wellbeing</li> <li>- Reflective practitioner</li> <li>- Team player</li> <li>- Influencer</li> </ul>		<p>Application</p> <p>Meet the Thistle Team</p> <p>Interview</p>
Knowledge and Skills	<ul style="list-style-type: none"> <li>- Knowledge of person centred, collaborative, outcomes focused, strength-based and trauma informed approaches</li> <li>- Good interpersonal skills</li> <li>- Able to persistently engage with people using flexible and innovative methods</li> </ul>	<ul style="list-style-type: none"> <li>- Knowledge of Scottish Government policies related to transforming Health and Social Care toward person centred practice, supported self-management and self-directed support</li> </ul>	<p>Application</p> <p>Certificates</p> <p>Written statement</p> <p>Meet the Thistle Team</p> <p>Interview</p>

	<ul style="list-style-type: none"> <li>- Can build and maintain relationships based on trust, respect, working with people as experts in their lives</li> <li>- Understanding of the psychosocial impact of long term conditions on people's lives. Awareness of impact on wellbeing from health inequalities, adverse childhood events and social determinants of health</li> <li>- Able to work autonomously, prioritise and manage a challenging caseload. Good time management. Ability to work alone and as part of a team</li> <li>- Able to embrace technology and use a range of remote and face to face approaches to deliver the service that safely meets the needs of people within the current context we are working in</li> <li>- Able to build and maintain relationships with local agencies and organisations to ensure an effective range of signposting and ongoing referral options</li> <li>- Strong written and verbal communications</li> <li>- Strong ICT skills and competency in Microsoft Office</li> </ul>	<ul style="list-style-type: none"> <li>- Good solution focused coaching and group facilitation skills applied to supporting people to self-manage</li> <li>- Knowledge of evaluation techniques particularly identifying indicators of more intangible outcomes (e.g. self-confidence, self-efficacy, sense of belonging) and implementing approaches to capture, record and analyse this information</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>- Experience of supporting people who are living with long term physical and mental health conditions to self-manage and improve their wellbeing</li> <li>- Experience of supporting vulnerable people living difficult life situations with complex</li> </ul>	<ul style="list-style-type: none"> <li>- Experience of working in a Health or Social Care based environment</li> <li>- Experience using collaborative, outcomes focused, strength-based and trauma informed approaches</li> </ul>	Application Written statement Meet the Thistle Team Interview

	<p>psychosocial issues and present with potentially high levels of distress</p> <ul style="list-style-type: none"> <li>- Experience working in a community setting on a one to one basis</li> </ul>	<ul style="list-style-type: none"> <li>- Experience facilitating groups exploring self-management, mental health recovery, mindfulness, eating well and moving well</li> <li>- Experience of supporting volunteers and supporting peer development</li> <li>- Experience of working with statutory agencies and the voluntary sector</li> <li>- Experience of monitoring and evaluation</li> </ul>	
Other		Driving Licence and use of car	