

HEALTH AND WELLBEING LEAD PRACTITIONER (Self Management)

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"> • Degree level qualification or equivalent in Health and Social Care • Health and Social Care Practitioner, NMAHP, Community Education, Community Development, Social Work • Registration with the Scottish Social Services Council or Health and Care Professionals Council • Evidence of continuing professional development via further qualifications or specialist training in relation to collaborative, outcomes focused and strengths based approaches to work with people. (e.g. Solution Focused Practice, Motivational Interviewing, Cognitive Behavioural Approaches) 	<ul style="list-style-type: none"> • Advanced Certificate in Solution Focused Practice. www.BRIEF.org.uk • Solution Focused Accreditation. www.UKASFP.org.uk • Evidence of continuing professional development through further qualifications or specialist training in relation to leadership, management, community development or care 	Application Certificates
Personal qualities and beliefs	<ul style="list-style-type: none"> • Belief in person centred practice, diversity and inclusion • Reflective practitioner committed to personal/professional development • Committed to self-care and personal wellbeing • Team player • Influencer: courage to influence change and demonstrate resilience and perseverance in the face of resistance/opposition • Creative and proactive • Flexible and adaptable • Empathic 		Application Meet the Thistle Team Interview
Skills and knowledge	<ul style="list-style-type: none"> • Detailed knowledge of person centred, collaborative, outcomes focused, strength-based and trauma informed approaches. • Ability to support a team and develop volunteers and peer supporters 	<ul style="list-style-type: none"> • Understanding of participative approaches to leadership and team building • Knowledge of evaluation techniques particularly identifying indicators of more 	Application Certificates

	<ul style="list-style-type: none"> • Excellent interpersonal skills • Excellent solution focused coaching and group facilitation skills • Ability to work autonomously and support a team working alone in community settings • Ability to multi task and meet deadlines • Ability to build and maintain relationships with local agencies and organisations to ensure an effective range of signposting and ongoing referral options • Strong written and verbal communications • Strong ICT skills and competency in Microsoft Office and other remote platforms 	<p>intangible outcomes (e.g self-efficacy, self-confidence) and implementing approaches to capture, record and analyse this information.</p> <ul style="list-style-type: none"> • Knowledge of Scottish Government policies related to transforming Health and Social Care toward person centred practice, supported self-management and self-directed support 	<p>Group facilitation exercise Written statement Meet the Thistle Team Interview</p>
Experience	<ul style="list-style-type: none"> • Experience of supporting people who are living with long term physical and mental health conditions (who may also be presenting high levels of distress) to self manage and improve their wellbeing. • Experience of using collaborative , outcomes focused, strength-based and trauma informed approaches e.g. Solution Focused Brief Therapy (SFBT), Motivational Interviewing (MI), Cognitive Behavioural Therapy (CBT) • Experience of working in a community setting on a 1 to 1 basis • Experience in managing caseloads, waiting times and supporting others to develop good time management, multi-tasking and working to agreed deadlines. • Experience facilitating groups exploring self-management. 	<ul style="list-style-type: none"> • Experience of practicing participative approaches to leadership and team building • Experience of delivering services in economically deprived areas and working with vulnerable people with complex needs • Experience of successful collaborative working with statutory bodies, community organisations and other external agencies • Experience using monitoring, evaluation and reporting frameworks to learn and develop practice • Experience of supporting teams of Practitioners and volunteers 	<p>Application Certificates Written statement Interview</p>
Other	<ul style="list-style-type: none"> • Driving licence • Car owner 		