

Person Specification

	Essential	Desirable
Education Qualifications, Training	<p>Health and Social care practitioner, NMAHP, Community education, community development, social work</p> <p>SCQF level 7, which includes HNC or Advanced Highers or equivalent.</p>	<p>Training in using person centred, collaborative, outcomes focused, strength-based and trauma informed approaches.</p> <p>E.g. Solution Focused Practice Thistle's Good Conversations Training Care and support Planning</p>
Qualities	<p>Belief in the Thistle Approach.</p> <p>Understands person centred practice, diversity and inclusion.</p> <p>Belief in the strengths and resilience inherent in people and communities</p> <p>Committed to personal / professional development</p> <p>Committed to self-care / personal wellbeing</p> <p>Reflective practitioner</p> <p>Team player.</p> <p>Influencer</p>	
knowledge and skills	<p>Strong interpersonal skills. Able to: engage with people using flexible and innovative methods; build and maintain relationships based on trust and respect; communicate with and relate to people at all levels; listen well; treat people with compassion; be non-judgemental and work with people as experts in their lives</p> <p>Understands the concerns of vulnerable people, especially those living with long-term conditions and difficult life situations.</p> <p>Ability to demonstrate resilience/ self-care when supporting people experiencing extreme emotions and distress</p>	<p>Knowledge of relevant health and social care policy. Person centred practice, self-management, self-directed support</p> <p>Understanding of the impact of Cancer on peoples' lives</p> <p>Good group facilitation skills</p> <p>Experience of supporting volunteers and supporting peer development</p>

	<p>Understanding of personal outcomes approaches in supporting people to live well</p> <p>Possess skills to support people to self-manage and improve their wellbeing.</p> <p>Able to work autonomously, prioritise and manage a challenging caseload. Good time management. Ability to work alone and as part of a team.</p> <p>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</p> <p>Able to build and maintain relationships with local agencies and organisations to ensure an effective range of signposting and ongoing referral options</p> <p>Strong written and verbal communications Strong ICT skills and competency in Microsoft Office.</p>	
Experience	<p>Experience of supporting vulnerable people in a community setting on a one to one basis to explore managing health and wellbeing and difficult life situations/ complex psychosocial issues</p>	<p>Experience of working in a social or health based environment.</p> <p>Experience using collaborative , outcomes focused, strength-based and trauma informed approaches</p> <p>Experience supporting people affected by cancer</p> <p>Experience facilitation groups exploring self-management, mental health recovery, mindfulness</p> <p>Experience of working with statutory agencies and the voluntary sector.</p>

		Experience of monitoring and evaluation. 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.
Other		Driving Licence, use of car