

HEALTH AND WELLBEING PRACTITIONER

PERSON SPECIFICATION

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

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| | <ul style="list-style-type: none"> - Can build and maintain relationships based on trust, respect, working with people as experts in their lives - 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 - Able to work autonomously, prioritise and manage a challenging caseload. Good time management. Ability to work alone and as part of a team - 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 - Able 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 | <ul style="list-style-type: none"> - Good solution focused coaching and group facilitation skills applied to supporting people to self-manage - 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 | |
| Experience | <ul style="list-style-type: none"> - Experience of supporting people who are living with long term physical and mental health conditions to self-manage and improve their wellbeing - Experience of supporting vulnerable people living difficult life situations with complex | <ul style="list-style-type: none"> - Experience of working in a Health or Social Care based environment - Experience using collaborative, outcomes focused, strength-based and trauma informed approaches | Application Written statement Meet the Thistle Team Interview |

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