

## Service Development Practitioner 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"> <li>• Registration with the Scottish Services Council or Health Professionals Council</li> <li>• Evidence of continuing professional development through further qualifications or specialist training</li> </ul>	<ul style="list-style-type: none"> <li>• Additional qualification in the field of disability</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certificates</li> </ul>
Skills and Knowledge	<ul style="list-style-type: none"> <li>• Good awareness of the Health and Social Care policy context including self-directed support and long-term condition self-management.</li> <li>• Specialist knowledge of person centred, asset based and outcome focused approaches to working with people</li> <li>• Ability to build constructive relationships and engage sensitively with people and their families.</li> <li>• Ability to analyse, assess and plan progress with team members</li> <li>• Ability to multi-task and meet agreed deadlines.</li> <li>• Strong written communication skills</li> <li>• Strong process approach and attention to detail.</li> <li>• Demonstrated ability to contribute to the design of resilient service responses for people who challenge us / and or experiencing life crisis.</li> <li>• Understanding that all behaviour is a form of communication.</li> <li>• Good ability to observe and describe specific behaviours in detail without immediately assuming or jumping to conclusions about what the behaviour might mean.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of practicing participative approaches to leadership and team building.</li> <li>• Experience of collaborative strengths-based approaches to working with people.</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certificates</li> </ul>

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<b>Experience</b>	<ul style="list-style-type: none"> <li>● Experience of setting up personalised asset-based support who people who experience disability, mental illness or long-term conditions.</li> <li>● Successful collaborative working with statutory bodies, community organisations and other external agencies.</li> <li>● Experience of supporting staff to amend and improve their practice.</li> <li>● Experience of working with people labelled as having “behaviour that challenges services.”</li> <li>● Experience of improving the quality of life of people who challenge.</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of working in the voluntary sector</li> </ul>	<ul style="list-style-type: none"> <li>● Application</li> <li>● Certificates</li> <li>● Practice Scenarios</li> <li>● Interview</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>● Strong belief in the inclusion of people with disabilities.</li> <li>● Motivated to achieve the most for people who need support.</li> <li>● Reflective practitioner.</li> <li>● Team Worker.</li> <li>● Creative / think outside the box.</li> <li>● Flexible</li> <li>● Empathetic</li> <li>● Ability to demonstrate resilience in the face of opposition</li> <li>● Share Thistles values</li> </ul>		<ul style="list-style-type: none"> <li>● Application</li> <li>● Certificates</li> <li>● Practice Scenarios</li> <li>● Interview</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>● Driving Licence</li> <li>● Car Owner</li> </ul>		