

PERSON SPECIFICATION

POST: LEAD PRACTITIONER

You will operate, or develop to operate at, an accomplished social care practitioner level and strive for exemplary practice. (Continuous Learning Framework)

No.	Criteria	Essential	Desirable
	Qualifications		
1	A willingness to complete a qualification in Social Service and Health Care at level 7 (SCQF) or higher (or other speciality recognised by the SSSC for registration purposes) and if not already registered, to register with the SSSC within the timescale required, where relevant. Additional PDA units may be required.	E	
2	Has completed a qualification in Social Service and Health Care at level 6 (SCQF) or higher or HNC in Health and Social Care (or other speciality recognised by the SSSC for registration purposes).		D
	Experience		
3	Must have had direct professional experience of supporting people, who have a wide range of support needs and personal aims on a person-centred basis	E	
4	Has taken a lead role within a team on a professional social care project or activity such as group work.		D
5	Has experience of working in a lone working environment.		D

6	Has experience of working with people who have barriers to social inclusion and supporting them to become more socially integrated.	E	
7	Has direct experience of working with people who are at times chaotic and marginalised, whose behaviours can challenge services, and supporting them to become more socially integrated and able to access services.	E	
8	Has experience of working in an environment where the SSSC Codes of Practice for Social Care Workers, or an equivalent body code, is adhered to.	E	
9	Has had a coaching or mentoring role		D
10	Has strong experience in risk assessment.		D
11	Has strong experience in working with organisational policies, recording systems and support planning including using IT.	E	
	Values		
12	Must be able to demonstrate an understanding and commitment to the values that underpin social care focussing on inclusion, person centred approaches and citizenship.	E	
13	Must be able to demonstrate an understanding of the need to maintain professional boundaries between social care workers and people who use services and the role of a professional social care worker.	E	
14	Must be able to be wholly respectful towards all service users and colleagues and address issues constructively.	E	

	Other skills and knowledge		
15	Be able to demonstrate an understanding of and the skills to operate to the SSSC Code of Practice for Social Care Workers.	E	
16	Must be able to demonstrate excellent interpersonal skills in order to communicate well with service users and colleagues at all levels in the organisation.	E	
17	Be able to demonstrate an accomplished level of skill used when directly supporting people.	E	
18	Must be willing to develop skills used when supporting people through reflective practice, active learning, personal and professional development, supervision and feedback.	E	
19	Knowledge of relevant safeguarding and adult or child protection.	E	
20	Report writing skills.		D
	Service specific	Required	Not required
21	Have a full driving licence.		
22	Have access to and be prepared to use own vehicle for activities.		
23	Cooking and housekeeping skills.		
24	Be able to work flexibly including sleepovers and shift work.		
25	Specific requirement:		

* It is a requirement of this post that you undertake a PVG Scheme Record application. In some services an Enhanced Disclosure is required. You will also need to be, and maintain, fitness to practice. *