**Person Specification**

**Lifestyle Advisor – Better 2Gether Weight Management Program**

**Qualifications**

Essential:

* Good general standard of education
* A demonstrable commitment to personal and professional development

Desirable:

* Training in motivational coaching/interviewing, behavioural change techniques or equivalent experience
* NVQ Level 3, Advanced level or equivalent qualifications in related subject
* Group facilitator qualification or related

**Experience**

Essential:

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| * Experience of working with hard to reach groups, supporting and facilitating changes to behaviour that improve health and wellbeing (weight management, mental health, smoking, alcohol consumption, physical activity) * Working in a community development context, adult health and social care, learning support or public health/health improvement (including unpaid work/volunteering) * Supporting people, families and carers to make long-term lifestyle changes (i.e weight management) in a group and on a one to one basis (including unpaid work/volunteering) * Data collection and providing monitoring information to assess the impact of services * Partnership/collaborative working and of building relationships across a variety of organisations * Working from an asset-based approach, building on existing community and individual assets * Working effectively as part of a team   Desirable:   * Experience of collaborative working and of building relationships across various groups and organisations * Experience of working with the VCSE sector (in a paid or unpaid capacity), including with volunteers and small community groups * Working with or delivering services which foster a peer support approach * Using motivational coaching/ behaviour change techniques to make lifestyle changes |

**Skills**

Essential:

* Understanding of difficulties supporting hard to reach groups and barriers to improving health and wellbeing
* Able to get along with people from all backgrounds and communities, respecting lifestyles and diversity
* Able to support people in a way that inspires trust and confidence, motivating others to reach their potential
* Excellent planning and organisational skills to deliver group programmes
* Ability to communicate effectively, both verbally and in writing, with people, their families, carers, community groups, partner agencies and stakeholders
* Ability to identify risk and assess/manage risk when working with individuals
* Have a strong awareness and understanding of when it is appropriate or necessary to refer people back to other health professionals/agencies, when what the person needs is beyond the scope of the lifestyle advisor role – e.g. when there is a mental health need requiring a qualified practitioner
* Ability to maintain effective working relationships and to promote collaborative practice with all colleagues
* Demonstrates personal accountability, emotional resilience and works well under pressure
* Ability to organise, plan and prioritise on own initiative, including when under pressure and meeting deadlines
* Outstanding communication and interpersonal skills
* Strong mentoring and coaching skills
* Excellent group facilitation skills
* Able to develop creative, flexible and innovative solutions
* Confident to engage and liaise with a wide range of people and organisations
* Self-reliant and confident IT user including internet, email, databases, spreadsheets, diagrams and MS Office.

Desirable:

* Ability to run, create and post social media content

**Knowledge**

Essential:

* Understanding of information and guidelines regarding lifestyle behaviours including weight management, healthy eating, physical activity, alcohol consumption, smoking and mental wellbeing
* Understanding of the difficulties supporting hard to reach groups (i.e men, BAME communities, learning disabilities and areas high in social deprivation)
* Knowledge of solutions to overcome barriers to engagement in diverse & hard to reach groups
* Understanding of the wider determinants of health, including social, economic and environmental factors and their impact on communities
* Community development approaches
* Understanding of motivational coaching and behavioural change techniques
* Issues relating to people facing disadvantage and exclusion
* Knowledge of and ability to work to policies and procedures, including confidentiality, safeguarding, lone working, information governance, and health and safety
* Personalised care approach

Desirable:

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* Knowledge of demographics and challenges of the local areas of Worcestershire in health care
* Knowledge of VCSE and community services in the locality
* Knowledge of personalised care and peer support approaches to health
* Understanding of community services and their role and value
* Relevant legislation including Employment law, Health and Safety, Data Protection Equal Opportunities

**Other Personal Attributes and Requirements**

Essential:

* Creative, lateral thinker
* Resilient
* Ability to work autonomously
* Positive outlook, seeing opportunities
* Innovative, problem solver
* Sees potential in people/situations
* Enthusiastic, passionate and driven
* Self-confident and assertive
* Encouraging, supportive and caring
* Committed to principles of social justice
* Committed to equality of opportunity and promotion of diversity
* Able to travel throughout Worcestershire
* Access to own transport
* Able to work with some flexibility to accommodate occasional out of hours working

**Onside People:**

* are **passionate** about what they do
* **value difference**
* are **creative** in their approach
* are committed to **fairness and justice**