**Onside Independent Advocacy**

**Person Specification**

**Social Prescribing Link Worker**

Qualifications

Essential:

* NVQ Level 3, Advanced level or equivalent qualifications or working towards
* A demonstrable commitment to personal and professional development

Desirable:

* Training in motivational coaching and interviewing or equivalent experience
* Supervisory and/or line management qualification

Experience

Essential:

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| * Experience of working directly in a community development context, adult health and social care, learning support or public health/health improvement (including unpaid work)
* Experience of supporting people, their families and carers in a related role (including unpaid work)
* Experience of supporting people with their mental health, either in a paid, unpaid or informal capacity
* Experience of working with the VCSE sector (in a paid or unpaid capacity), including with volunteers and small community groups
* Experience of data collection and providing monitoring information to assess the impact of services
* Experience of partnership/collaborative working and of building relationships across a variety of organisations
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Desirable:

* Experience of working within Secondary Mental Health provision
* Experience of working with new or expectant mothers
* Experience of working from an asset based approach, building on existing community and personal assets

Skills

Essential:

* 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
* 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 link worker 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
* Able to develop creative, flexible and innovative solutions
* Confident to engage and liaise with a wide range of people and organisations
* Strong influencing and negotiating skills
* Self-reliant and confident IT user including internet, email, databases, spreadsheets, diagrams and MS Office.
* Excellent planning and organisational skills

Desirable:

* Understanding of the needs of small volunteer-led community groups and ability to support their development

Knowledge

Essential

* Understanding of the wider determinants of health, including social, economic and environmental factors and their impact on communities
* Knowledge of community development approaches
* Knowledge of motivational coaching and interview skills
* Knowledge of and ability to work to policies and procedures, including confidentiality, safeguarding, lone working, information governance, and health and safety

Desirable:

* Knowledge of the personalised care approach
* Knowledge of secondary mental health services
* Knowledge of midwifery services
* Knowledge of VCSE and community services in the locality
* Knowledge of demographics and challenges of the local areas of Worcestershire in particular in social care and health
* Relevant legislation including Employment law, Health and Safety, Data Protection Equal Opportunities
* Issues relating to people facing disadvantage or exclusion
* Understanding of community engagement services and their role and value

Other Personal Attributes and Requirements

Essential

* Creative, lateral thinker
* Resilient
* Positive outlook, seeing opportunities
* 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**