**Social Prescribing Link Worker**

**Person Specification**

**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:

|  |
| --- |
| * 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 impact.
* Team-working – confidently integrate with the Network staff across GP practice locations.
* Experience of partnership/collaborative working and of building relationships across a variety of organisations.
 |

Desirable:

* 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 to refer people 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 promote collaborative practice.
* 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 VCSE and community services in the locality.
* Knowledge of demographics and challenges of the local areas of Worcestershire 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

* Resilient, creative and a lateral thinker.
* Ability to work autonomously.
* 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, equality of opportunity and promotion of diversity.
* Able to travel throughout Worcestershire with 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.**