**THE LINK CHARITABLE TRUST**

**PERSON SPECIFICATION - Adult Mental Health Support Worker**

This outlines the main criteria for the post and shortlisting will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using the skills knowledge and experience gained.

| **Criteria** | **E - Essential**  **D - Desirable** | **Measured By**  **A- Application**  **I - Interview** |
| --- | --- | --- |
| **Qualifications**   * Holds a qualification in relevant field to the role (e.g: Psychology, Health, Social Care) | E | A |
| * Holds a qualification in training or coaching | D | A |
| **Experience**   * Recent experience of at least 1 year working face to face with adults experiencing mental health difficulties | E | A/I |
| * Ability to monitor, review and evaluate your work with adults | E | A/I |
| * Demonstrates an understanding of The Link Charitable Trust, including referral pathways and criteria for access | D | A/I |
| * Experience of working within an adult’s mental health service | E | A/I |
| * Experience of working in community outreach | E | A/I |
| * Experience of, and ability to network and build relationships with external organisations and key stakeholders | E | A/I |
| * Ability to act as an advocate for the client when required to ensure needs are fully met | D | A/I |
| * Experience of planning and marketing projects according to funding requirements | E | A/I |
| **Safeguarding**   * A clear understanding of policies and procedures and commitment to the safeguarding of adults. | E | I |
| * Level 3 Safeguarding Adults Training | D | A |
| * A clear and proven experience of remaining within professional boundaries when working with clients | E | A/I |
| **Case Management and Line Management**   * Under supervision demonstrates a willingness to challenge assumptions and practice and with guidance can provide alternative and creative solutions. | E | A/I |
| * Shows responsibility for continuous professional development | E | A/I |
| * Demonstrates commitment to deliver high quality services. | E | A/I |
| **Partnership Working**   * Demonstrates an ability to effectively build and manage relationships with referrers within the community | E | I |
| * Demonstrates a consistently positive attitude to working within The Link | E | A/I |
| * Demonstrates a willingness to work collaboratively | E | A/I |
| * Demonstrates an ability to work off site independently promoting The Link Charitable Trust and our partner organisations to build attendance | E | A/I |
| **Personal Qualities**   * Ability to work within a dynamic and developing service | E | I |
| * Adaptability to changing circumstances and environment | E | I |
| * Demonstration of self-motivation and motivation of others | E | I |
| * Ability to work confidently and competently under pressure | E | I |
| **Communication**   * Effective communication skills, both verbal and written and the ability to understand and respond to requirements of different audiences | E | A/I |
| * Shares information, skills and practice when required | E | A/I |
| * The ability to treat all work matters as confidential and act with discretion | E | A/I |
| * Excellent case recording, report writing and case presentation skills | D | A/I |
| **IT**   * Demonstrates competency in using The Google suite and Microsoft Office | E | A |
| * Experience in using database systems to record sessions and notes | E | A |
| **Other**   * Holds a current driving license | D | A |