

Person Specification for the Post of: Casual Support Worker - Job Coaching

Essential Criteria

1. Ability to support clients effectively and professionally in a variety of settings, this may include voluntary work, paid jobs, accessing community and/or to complete qualifications.
2. Empower individual's to build confidence and increase independence
3. Ability to set and review individualised goals to measure progression
4. Personal commitment to assist people with disabilities to become valued employees or members of the community.
5. Able to assist disabled people on placement to learn a job and become a valued team member.
6. Excellent communication skills to liaise with colleagues/peers, the client and their families/carers and employers.
7. Ability to record accurate information.
8. Understand the needs of people with a disability and the issues they face in the community
9. Willingness to support clients and/or small groups in a classroom setting, on work placements and in the community. On occasion there may be times where you need to support the client in their home on a 1:1 basis.
10. Willingness to train clients to travel independently.
11. Willingness to travel and support a number of clients on the same day.
12. Commitment to further training and personal development.
13. You will be required to have a flexible approach to your hours of work and may include some evenings and weekends.
14. Respect colleagues and clients' attitudes, beliefs and culture.
15. Be prepared to raise any concerns with management regarding discrimination on the grounds of age, race, sexuality, religion or belief, gender, marital status or disabilities.
16. Be prepared to raise any concerns with management with regard to mistreatment/abuse
17. To have an excellent attendance record and to meet the standard of attendance required and be punctual at all times.
18. Implement safe guarding best practice across all areas of the business and show commitment to safe guarding Children and Adults at risk.
19. Comply with the Health & Safety at Work Act and take care of your own health and safety and that of colleagues, clients and the public. Specific responsibilities are at all times to:- work safely, adhere to safety procedures and instructions, report to management all accidents, near misses and hazardous situations and wear protective clothing/use appropriate safety devices where appropriate

Desirable Criteria

1. Experience of working with vulnerable people including children, young people or people with disabilities.
1. Experience of working in Supported Employment
2. Experience of working in an educational setting.
3. Experience of Training in Systematic Instruction.
4. Experience of supporting clients to carry out practical tasks.
5. Willingness to support clients with personal care and hygiene if required.
6. Willingness to use your own vehicle in accordance with the job role.