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| **Qualifications** | **✔** |
| Essential | |
| 1. Level 2 NVQ in Health and Social Care or equivalent or be willing to work towards this qualification. | A/I |
| Desirable | |
| 1. Medication and PEGs trained or be willing to work towards. | A/I |
| **Key skills** | |
| Essential | |
| 1. Good standards of verbal and written communication.  2. Ability to prioritise and manage own time.  3. Good organisational skills (able to plan workload).  4. Ability to work collaboratively with a multi-disciplinary team.  5. Ability to maintain professional boundaries.  6. Ability to work in a challenging and pressured environment.  7. Ability to demonstrate empathy and react with sensitivity having regard to individuals’ wishes.  8. A non-discriminatory approach. | A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| Desirable | |
| 1. Willingness to learn new communication skills in order to engage learners. 2. Understanding of own abilities, limitations and when to seek support. 3. Basic IT Skills | A/I  A/I  A/I |
| **Experience** | |
| Essential | |
| 1.Experience of working collaboratively within a team. | A/I |
| Desirable | |
| 1.Experience of working with people with challenging and complex needs and various disabilities.  2.Working in a Health & Social Care environment.  3.Working in an educational environment. | A/I  A/I  A/I |
| **Knowledge** | |
| Essential | |
| 1. Knowledge of CQC requirements and care professional standards. 2. Safeguarding and Prevent. | A/I  A/I |
| Desirable | |
| 1. Knowledge and understanding of Ofsted requirements. 2. Knowledge of specialist equipment/technology to support and promote independence. 3. Understanding complex care needs of young adults. | A/I  A/I |
| **Other personal requirements** | |
|  | |
| 1. Flexibility to work the hours and days to meet the varying needs of the college. |  |
| Desirable | |
| 1. Access to a vehicle | A |

**✔ How we intend to assess your match with our person specification**

**A** Application Form **C** Assessment Centre **I** Interview