

## Person Specification

### Enablement Team Supervisor

	<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>1</b>	<b>Qualifications and Knowledge</b>		
a	A relevant Health and social care qualification	<b>x</b>	
b	Willing to work towards a management qualifications (e.g. ILM, CMI)	<b>x</b>	
c	Knowledge of helpful approaches and strategies to support people with learning disabilities	<b>x</b>	
d	Understanding of person centred aims and principles and the ability to put these into practice	<b>x</b>	
e	A good understanding of Health and Safety, Safeguarding and First aid regulations and procedures	<b>x</b>	
f	Ability to demonstrate good leadership skills	<b>x</b>	
<b>2</b>	<b>Skills and Abilities</b>		
a	Ability to engage with service users, and to develop and sustain warm and trusting relationships	<b>x</b>	
b	Good verbal communication skills and ability to listen sensitively to others.	<b>x</b>	
c	Good written communication skills.	<b>x</b>	
d	Excellent record keeping skills	<b>x</b>	
e	Proficient in the use of IT applications including Microsoft office and databases.	<b>x</b>	
f	Ability to lead and manage a team to provide excellent customer service	<b>x</b>	
g	Ability to demonstrate initiative, self-motivation and resourcefulness	<b>x</b>	
h	Ability to liaise in a professional manner with other agencies and to work in a positive way with the families and friends of service users	<b>x</b>	
i	Ability to demonstrate respect for difference and diversity	<b>x</b>	
j	Ability to work in a calm, patient and tolerant manner at a pace appropriate to the needs of the individual	<b>x</b>	
k	Demonstrable skills in working effectively with vulnerable people including people who have personal care needs and challenging behaviours	<b>x</b>	
l	Ability to use helpful communication approaches (e.g. Makaton, BSL, PECS, TEACCH)		<b>x</b>
m	Excellent organisational skills	<b>x</b>	
n	The ability to work under pressure	<b>x</b>	
o	Ability to organise daily sources without compromising quality of service	<b>x</b>	
p	Ability to support and supervise staff and provide on the job coaching, personal development and guidance to all	<b>x</b>	

	staff to ensure the highest standard of care to all service users at all times.		
<b>3</b>	<b>Experience</b>		
a	Two years' experience of working with adults with learning disabilities	<b>x</b>	
b	Experience of carrying out comprehensive assessments of individuals care and support needs, including risk assessment. Ability to devise effective individual support plans and risk management plans	<b>x</b>	
<b>4</b>	<b>Working arrangements</b>		
a	Willingness to work flexible hours according to needs of the organisation and service users	<b>x</b>	
b	Willingness to attend training courses and events	<b>x</b>	
c	Willing to accept feedback and guidance and to be accountable to colleagues and managers	<b>x</b>	
d	A willingness to be 'hands on' and support service users when necessary	<b>x</b>	
e	Able to work in the UK		