

Person Specification – Welcome Home Worker

	Essential unless stated
Education & Qualifications	<ul style="list-style-type: none"> • Knowledge of and experience in client-working techniques such as motivational interviewing and active listening. This includes strength-based, trauma-aware and person-centred approaches.
Knowledge and Experience	<ul style="list-style-type: none"> • At least 2 years' experience working with people with health and social needs, or community-based work using a person-centred approach. • Motivational Interviewing and strengths-based assessment skills. • An understanding of risk assessment and risk management. • Ability to understand complex client needs and use a 'brokerage' approach to meet these needs. • Good understanding of health issues and the wider determinants of health and wellbeing • Knowledge of brief interventions, behaviour change, motivational change. • Experience of implementing policies and procedures. • Knowledge of Equality and Diversity issues. • Experience of using databases to record client actions and interventions. (Desired) • Knowledge of social prescribing. (Desired)
Job Related Skills	<ul style="list-style-type: none"> • Active safeguarding understanding and training in vulnerable adults. • Partnership working - building relationships with, colleagues, stakeholders, and other organisations. • Excellent organisational and time management skills to prioritise work, handle conflicting demands and meet tight deadlines. • Good IT skills, experienced in the application and use of various software packages including MS Office packages and databases. • Good listening, communication & problem solving skills. • Ability to work as part of a team, as well as independently. • Ability to carry out lone working. • Ability to manage your own workload, identifying priorities for yourself, colleagues and the service. • Having a creative and flexible approach to work.
Personal Skills & values	<ul style="list-style-type: none"> • Empathy and passion for supporting adults to live well in their own homes. • Promotion of high quality care with a focus on clients' independence & wellbeing. • Commitment to reducing health inequalities. • Flexible and adaptable outlook

	<ul style="list-style-type: none">• A practical approach to problem solving
Working conditions	<ul style="list-style-type: none">• A driving licence and access to transport• Occasional out of hours working to meet the client's needs.• Enhanced DBS check required

Last updated: November 2023

Date of next review: November 2024