

### Person Specification – Community Connector

	Essential unless stated	Assessed at Application	Assessed at Interview
<b>Education &amp; qualifications</b>	<ul style="list-style-type: none"> <li>Experience of client-working techniques such as active listening, strength-based, trauma aware and person-centred approaches</li> </ul>	X	X
	<ul style="list-style-type: none"> <li>Numeracy and literacy to GCSE level, NVQ2 or equivalent</li> </ul>	X	
	<ul style="list-style-type: none"> <li>Experience of client-working techniques such as recovery focused working (desirable)</li> </ul>	X	X
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>Experience of managing your own caseload.</li> </ul>		X
	<ul style="list-style-type: none"> <li>Experience of supporting people who have complex lives affecting their health and wellbeing.</li> </ul>	X	X
	<ul style="list-style-type: none"> <li>Experience of working with diverse groups including those experiencing problematic drug and alcohol use (desirable)</li> </ul>	X	X
	<ul style="list-style-type: none"> <li>Working knowledge of adult safeguarding.</li> </ul>		X
	<ul style="list-style-type: none"> <li>Experience of working collaboratively with a range of stakeholders</li> </ul>		X
	<ul style="list-style-type: none"> <li>Experience of working in a multidisciplinary team (desirable)</li> </ul>		X
	<ul style="list-style-type: none"> <li>Experience of the voluntary and community sector either in paid or unpaid capacity.</li> </ul>		X
<b>Job Related Skills</b>	<ul style="list-style-type: none"> <li>Ability to organise and manage own workload.</li> </ul>		X
	<ul style="list-style-type: none"> <li>Resilient and solution-focused when working with people expressing high levels of emotion.</li> </ul>	X	X
	<ul style="list-style-type: none"> <li>Good verbal and written communication skills.</li> </ul>	X	X
	<ul style="list-style-type: none"> <li>Excellent listening skills.</li> </ul>		X
	<ul style="list-style-type: none"> <li>Capacity to work non-judgementally and with empathy.</li> </ul>		X
	<ul style="list-style-type: none"> <li>Ability to research and match community resources to client need.</li> </ul>		X
	<ul style="list-style-type: none"> <li>Ability to work in partnership with other agencies.</li> </ul>	X	

	<ul style="list-style-type: none"> <li>Ability to work independently using own initiative, and as part of a team.</li> </ul>	X	
	<ul style="list-style-type: none"> <li>Strong IT skills including MS office, database, management information software.</li> </ul>	X	
	<ul style="list-style-type: none"> <li>Ability to challenge discrimination on any grounds and commitment to anti-discriminatory practice.</li> </ul>		X
<b>Personal Skills &amp; values</b>	<ul style="list-style-type: none"> <li>Passionate about empowering individuals.</li> </ul>		X
	<ul style="list-style-type: none"> <li>Ability to develop and maintain positive relationships with a range of stakeholders/colleagues.</li> </ul>	X	X
	<ul style="list-style-type: none"> <li>Flexible, proactive and responsive to change.</li> </ul>		X
	<ul style="list-style-type: none"> <li>An understanding of Southern Brooks and DHI values.</li> </ul>		X
<b>Working conditions</b>	<ul style="list-style-type: none"> <li>Travel across South Gloucestershire</li> </ul>		
	<ul style="list-style-type: none"> <li>Attendance at DHI and Southern Brooks meetings</li> </ul>		
	<ul style="list-style-type: none"> <li>Lone working with clients in community settings</li> </ul>		
	<ul style="list-style-type: none"> <li>Occasional evening and weekend work</li> </ul>		
	<ul style="list-style-type: none"> <li>Support organisational events</li> </ul>		