**RECOVERY WORKER – INTENSIVE COMPLEX REHABILITATION SERVICE**

**PERSON SPECIFICATION – SELECTION CRITERIA**

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|  | ESSENTIAL CRITERIA | METHOD OF ASSESSMENT | DESIRABLE CRITERIA | **METHOD OF ASSESSMENT** |
| **SKILLS** | * Excellent communication skills, verbal and written * Good interpersonal skills, including listening empathetically and non-judgmentally * Able to communicate and report accurately using basic IT skills (typing and email) * Willingness to learn IT systems used within the service * Effectively build rapport and interact sensitively with team members, volunteers, service users, members of the public and representatives from other organisations. * Support and empower a wide range of vulnerable people and other volunteers * Successfully work alongside other agencies and organisations in a professional manner * Able to reflect on work practice and be willing to receive constructive feedback * Ability to transport / accompany peers to appropriate appointments * Car driver and access to own car for work purposes | A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I |  |  |
| EXPERIENCE | * Experience of working with a range of people in a supportive and enabling role * Experience of working with individuals with complex emotional needs * Monitoring and evaluating systems including effective record keeping. * Understanding and practical knowledge of recovery * Effectively supervising and supporting people with lived experience of mental health problems, * Promotes effective team working to provide high quality care through effective communication and liaison. * Ensure effective communication with the team and managers during the planning, implementation and evaluations of care and progression of the service | A, I  A, I  A, I  A, I  A, I  A, I  A, I | * Lived experience of emotional distress/mental health problems * Knowledge and experience in the use of some form of recovery plan.   • WRAP  • Crisis Plan  • Joint crisis plan  • Advance decision  • Advance statement  • Recovery star  • Outcomes star  • My shared pathway  • Coping with setbacks | I  I |
| **KNOWLEDGE & UNDERSTANDING** | * Knowledge of how complex emotional needs can impact and individuals recovery * Knowledge of Mental Health and community resources in West Yorkshire and how to help service users access them. * Awareness of current issues facing mental health service users * Confidently recognise discrimination in its many forms and willing to put into practice Touchstone’s Equality Policies | A, I  A, I  A, I  A, I | * Mental Health Legislation and policy * Knowledge of LYPFT Policies and Procedures | I  I |
| **ATTITUDES AND DISPOSITION** | * Commitment to Touchstone’s aims and values * Commitment to personal development, learning and reflective practice * Commitment to taking personal responsibility and promoting this with other people * Open to change in line with the needs of the service/organisation * Willingness to be managed and supervised in a matrix management set up * Willingness to work flexibly according to needs of the service * Ability to maintain confidences (within the policy of the organisation) * Highly motivated and resilient * Willingness to use supervision | A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I |  |  |
| **EQUAL OPPORTUNITIES** | * Must be able to recognise discrimination in its many forms and be willing to put into practice organisational Equality Policies. * Must be sensitive to the needs of disadvantaged groups in the planning and delivery of services. * A commitment to provide high quality services to the diverse communities of West Yorkshire, ensuring diverse needs are explored and responded to. * Commitment to respecting diversity and anti-discriminatory/anti-oppressive practices * Work proactively within a diverse partnership of services. | A, I  A, I  A, I  A, I  A, I |  |  |
| **QUALIFICATIONS / TRAINING** | Relevant experience in a mental health or voluntary setting | A | * Excellent written skills and report writing experience * Peer Support or Mentoring qualification | A  A |

1. Application

I – Interview

T - Test