**RECOVERY WORKER – INTENSIVE COMPLEX REHABILITATION SERVICE**

**PERSON SPECIFICATION – SELECTION CRITERIA**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 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, IA, IA, IA, IA, IA, IA, IA, IA, IA, 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, IA, IA, IA, IA, IA, IA, 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 | II |
| **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, IA, IA, IA, I | * Mental Health Legislation and policy
* Knowledge of LYPFT Policies and Procedures
 | II |
| **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, IA, IA, IA, IA, IA, IA, IA, IA, 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, IA, IA, IA, IA, 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
 | AA |

1. Application

I – Interview

T - Test