Mind Rochdale and District

Person Specification

Post: Peer Support Worker   **Location:** The Borough of Rochdale

<u>Note to Applicants</u>:

The Essential Criteria are the qualifications, experience, skills or knowledge you **must** show you have to be considered for the job.
The Desirable Criteria are used to help decide between candidates who meet ALL the Essential Criteria.
The How Identified column shows how we will obtain the necessary information about you.
If the How Identified column says the **Application Form** next to an Essential Criteria or a Desirable Criteria, you **must** include in your application enough information to show **how** you meet these criteria.   You should include examples from your paid or voluntary work.

Qualifications and Experience			
Essential Criteria	**How Identified**	**Desirable Criteria**	**How Identified**
Understanding of the multiple needs individuals may face and how they present	Application form, interview	Experience of managing a caseload of clients and keeping up to date records using a database.	Application form, interview
Experience or understanding of working in a person-centred way	Application form, interview	Experience of working with a range of agencies and organisations to develop effective working relationships.	Application form, interview
Ability to understand and represent the views of people affected by mental health and emotional wellbeing issues	Application form, interview		
Motivation and willingness to learn new ways of working to support individuals outcomes	Application form, interview	Experience working with people with multiple needs.	Application form, interview

		Experience of working with individuals (1-2-1	Application form, interview
		Personal / carers experience of using mental health services.	Application form, interview
		Delivering groups in different settings to help them achieve their goals.	Application form, interview
Skills and Abilities			
Essential Criteria	**How Identified**	**Desirable Criteria**	**How Identified**
Ability to use a client database or the ability to learn how to use a database.	Application form, interview	Multi or bilingual speaking languages.	Application form
Ability to assist clients to help them define and achieve their goals and aspirations.	Application form, interview	Knowledge of the local area. (Community groups, services available as well as local demographics).	Application form, interview
Ability to manage a varied workload effectively.	Application form, interview		
Ability to work well across a range of different subject areas such as housing, mental health & emotional wellbeing, education and debt management for example.	Application form, interview	Sound knowledge of information governance and the management of risks.	Application form
Ability to work with staff from a range of agencies and organisations to better integrate services for clients.	Application form, interview		

Knowledge and understanding of the difficulties faced by people who experience multiple needs.	Application form, interview		
Personal Qualities			
Essential Criteria	**How Identified**	**Desirable Criteria**	**How Identified**
Positive and outlook and a 'can do' attitude.	Application form, interview		
Personal resilience and flexible attitude in the face of difficulties.	Application form, interview		
A non-judgemental approach.	Application form, interview		
A commitment to providing effective high-quality services.	Application form, interview		
A willingness to embrace change and the unknown.	Application form, interview		
Emotional Resilience and the ability to manage own wellbeing.	Application form, interview		
A desire to work proactively both independently and as part of a team	Application form, interview		
Special Working Conditions			
Essential Criteria	**How Identified**	**Desirable Criteria**	**How Identified**
Preparedness to work flexibly, as negotiated.	Application form, interview	A full, clean, UK driving license and own transport.	Application form, interview
Demonstrate a commitment to equality and diversity and anti-discriminatory practise.	Application form, interview		