



Support Worker: Person Specification

Factor	Essential	Desirable	Method of Assessment
Skills/Ability	Demonstrable ability to meet a wide range of Service Users' needs, including managing behaviours that can challenge, personal care tasks and administration of medication	<ul style="list-style-type: none"> • Interests to share with the Service Users • Experience of working with people with Autism • Activity planning skills • Knowledge of PECS and other communication systems 	Interview and application form
Knowledge	<ul style="list-style-type: none"> • A demonstrable knowledge of disability issues • A demonstrable interest in Autism. • An awareness of vulnerable adults and young people's protection issues 	<ul style="list-style-type: none"> • Awareness of Health and Safety Regulations • Practical understanding of Autistic Spectrum Disorder 	Interview and application form
Experience		<ul style="list-style-type: none"> • Working with people with Autism • Administering medication • Communicating using variety of appropriate methods • Working in a residential environment 	Interview and application form
Equal Opportunities	Commitment to equal opportunities and anti-discriminatory practice		Interview
Relevant Education or Training	A commitment to achieve the required NVQ level	<ul style="list-style-type: none"> • Certificate in food hygiene • First aid 	Interview, application form and certificates
Other Requirements	Flexibility to work irregular hours, such as early mornings, evenings, weekends and nights	<ul style="list-style-type: none"> • Ability to drive own or company vehicle 	Application form and interview
	<p>ESSENTIAL: Own transport It is the nature of our work that you will frequently work hours outside those during which regular, reliable public transport runs. Furthermore, as your career progresses with Homes Caring for Autism Ltd you will also be required to be "on call" and therefore available to come in to work at very little notice, at any time during the day or night. Reliance on public transport, friends and family at these times is not a sufficient guarantee of your ability to be present at work when required.</p>		Application form