

Recruitment person specification

Post being recruited for: Housing Officer - Link Worker - The Access Place

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	<p>ESSENTIAL</p> <p>Experience of working face to face with people who have complex and often multiple needs.</p> <p>Experience of working with people with a variety of individual and cultural beliefs.</p> <p>Experience of working in a sensitive manner when managing challenging situations.</p> <p>Experience of working in a sensitive manner when working with people who are vulnerable.</p> <p>Experience of working directly with people who have experienced trauma.</p> <p>Experience of working directly with people who use or have used substances.</p> <p>Experience of working directly with people who have experienced mental health issues.</p> <p>Experience of working directly with people who have exhibited behaviour that may lead to them being excluded from services.</p> <p>Experience of working directly with people whose behaviour can be felt to be emotionally challenging.</p> <p>Experience of using knowledge to find creative solutions for people who are homeless, threatened with homelessness or those in housing need.</p> <p>Experience of using networking and connecting skills.</p>	

Knowledge, skills and understanding

Knowledge of the current Scottish Code of Guidance on Homelessness (2019), HARSAG, Ending Homelessness Together Action Plan, Housing First and an understanding of how these contribute towards the aim of ending homelessness in Scotland.

Excellent digital skills to ensure that assessments, casenotes and data are recorded accurately as well as daily email communication with multi disciplinary teams.

Ability to use knowledge to find creative solutions for people who often have multiple needs, are homeless or threatened with homelessness.

Ability to work independently using own initiative and without direct supervision.

Excellent written and verbal communication skills.

Desire to reflect, learn and develop innovative practice.

An ability to work in a sensitive manner and manage conflict in challenging situations.

Ability to identify people who have complex issues and to build positive relationships with them.

Ability to use empathy and relational skills to build positive relationships with people you are working with.

Ability to deal sensitively with vulnerable people.

Ability to manage conflicting priorities as they present.

Ability to work as part of a team and with people in other services' teams.

Understanding of and ability to work within ethical and relational boundaries.

Desire to reflect, learn and develop innovative practice.

<p>Qualifications and training</p>	<p>Significant detailed experience of working in the area particular to this post or in a related area will be considered in place of specific qualifications and training, as long as you are able and willing to work towards obtaining the qualifications and training as detailed below:</p> <p>SVQ3 qualification in Health and Social Care</p> <p>Trauma Informed Practice training</p> <p>ASSIST, MHFA, Safe Talk training</p> <p>Naloxone training</p> <p>Mental Health, Substance use training</p>	
<p>Job specific requirements</p>	<p>This post is subject to you having a successful PVG (vulnerable adults) check/registration undertaken.</p>	