

Recruitment person specification

Post being recruited for: **Habilitation Specialist**

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category

Essential

Desirable (not every post needs desirable requirements)

Experience

Experience of working with children and young people with vision impairment and additional needs.

Alternative communication skills e.g. Braille.
Experience of working as a member of a team.

Knowledge, skills and understanding

The ability of assessing functional vision for the purpose of habilitation.

Able to assess needs and deliver training to maximise children and young people's (CYP) habilitation.

Have an understanding of appropriate strategies to enhance functional vision.

Have an understanding of social and emotional development.

The ability to monitor and assess progress of each CYP and maintain clear and accurate records of work undertaken.

To be able to adapt to a range of CYP's learning styles.

Ability to work under your own initiative and to communicate successfully and establish good relationships with CYP with VI, colleagues in the VI Team, school staff, parents/carers and colleagues in the field.

Effective written and spoken communication skills, being able to communicate specialist information to a range of audiences.

Evidence of the ability to prioritise work pressures, manage time effectively and to meet deadlines.

Able to demonstrate knowledge and/or experience of equalities and diversity issues.

Effective ICT skills. Have a working knowledge of Microsoft office applications and a willingness to learn new applications and technology as appropriate.

Evidence of good interpersonal skills.

A flexible approach to work.

Qualifications and training	Graduate Diploma in Habilitation and Disabilities of Sight (Children and Young People) or equivalent.	Other relevant qualifications and/or experience.
Job specific requirements	Car driver and use of own car essential. Casual car user mileage allowance payable and staff are required to check their car insurance covers business use of the vehicle.	Experience of delivering training.

