

Recruitment person specification

Post being recruited for: **R e a b l e m e n t C o o r d i n a t o r**

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

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	Demonstration of successfully leading and motivating and managing a staff group in a large organisation. Knowledge and delivery of service functions, legislation, and people management is required. .	Experience of service delivery and resource management. The ability to motivate and influence colleagues beyond direct reporting lines
Knowledge, skills and understanding	Excellent people-management and organisational skills including negotiation, reasoning, conflict management, written and verbal communication skills including working with people with communication challenges. Knowledge of quality and improvement frameworks for delivery of public services. An understanding of the relevant legislative and policy context, including	Change management approaches

	the Health & Social Care Standards, adult protection processes and frameworks, integration, personalisation and self-directed support.	
Qualifications and training	Registration with the SSSC as a supervisor in care at home/housing support is required with the following qualification requirements. • HNC Social Services and SVQ Social Services and Healthcare (SCQF7) / Practice or Management qualification accepted by SSSC for the Supervisor or Manager category for Care at Home. • PDA H&SC Supervision or another leadership/management qualification at or above SCQF7 is desirable. Evidence of continuing professional development and significant understanding of current issues for public services are essential.	Skills in assessment, undertaking reviews, risk assessment, risk enablement and risk management
Job specific requirements	Demonstrated effective communications in a range of circumstances is essential, including situations where acceptance is sought for difficult messages. The post holder should have the ability and experience in interacting and developing relationships with key stakeholders on a city wide and locality basis and deliver outcomes through effective partnership working.	The post holder should have the ability and experience in interacting and developing relationships with key stakeholders on a city wide and locality basis and deliver outcomes through effective partnership working.