



## Community Link Worker (Social Prescribing) – Person Specification

| Person Spec  | Criteria  | Essential | Desirable |
|--|---|-----------|-----------|
| <b>Personal Qualities &amp; Attributes</b>                                       | Ability to listen, empathise with people and provide person-centred support in a non-judgemental way  | ✓         |           |
|  | Able to get along with people from all backgrounds and communities, respecting lifestyles and diversity   | ✓         |           |
|  | Ability to use a person centred, holistic approach to care planning   | ✓         |           |
|  | Commitment to reducing health inequalities and proactively working to reach people from all communities   | ✓         |           |
|  | Able to support people in a way that inspires trust and confidence, motivating others to reach their potential  | ✓         |           |
|  | Ability to communicate effectively, both verbally and in writing, with people, their families, carers, community groups, partner agencies and stakeholders  | ✓         |           |
|  | Ability to identify risk and assess/manage risk when working with individuals   | ✓         |           |
|  | Have a strong awareness and understanding of when it is appropriate or necessary to refer people back to other health professionals/agencies, when what the person needs is beyond the scope of the link worker role – e.g. when there is a mental health need requiring a qualified practitioner | ✓         |           |
|  | Able to work from an asset based approach, building on existing personal and community assets   | ✓         |           |
|  | Ability to maintain effective working relationships and to promote collaborative practice with all colleagues   | ✓         |           |
|  | Commitment to collaborative working with all local agencies (including voluntary organisations and community groups). Able to work with others to reduce hierarchies and find creative solutions to community issues  | ✓         |           |
|  | Demonstrates personal accountability, emotional resilience and works well under pressure  | ✓         |           |
|  | Ability to organise, plan and prioritise on own initiative, including when under pressure and meeting deadlines   | ✓         |           |
|  | Able to self-motivate and to finish work tasks  | ✓         |           |
|  | High level of written and oral communication skills   | ✓         |           |
| Ability to work flexibly and enthusiastically within a team or on own initiative | ✓   |           |           |
| Understanding of the needs of small volunteer-led community groups               |   |           | ✓         |

|                                      |   |   |   |
|--------------------------------------|---|---|---|
|                                      | Knowledge of and ability to work to policies and procedures, including confidentiality, safeguarding, lone working, information governance, and health and safety | ✓ |   |
| <b>Qualifications &amp; Training</b> | NVQ Level 3, Advanced level or equivalent qualifications or working towards   | ✓ |   |
|                                      | Training in motivational coaching and interviewing or equivalent experience   |   | ✓ |
| <b>Experience</b>                    | Experience of working directly in a community development context – for a health or social care related organisation (including unpaid work)                      | ✓ |   |
|                                      | Experience of working in Primary Care   |   | ✓ |
|                                      | Experience of case management   |   | ✓ |
|                                      | Experience of supporting people, their families and carers in a related role (including unpaid work)  |   | ✓ |
|                                      | Experience of supporting people with their mental health, either in a paid, unpaid or informal capacity   |   | ✓ |
|                                      | Experience of working with the Voluntary and Community Sector (in a paid or unpaid capacity), including with volunteers and small community groups                | ✓ |   |
|                                      | Experience of data collection and providing monitoring information to assess the impact of services   |   | ✓ |
|                                      | Experience of partnership/collaborative working and of building relationships across a variety of organisations   |   | ✓ |
| <b>Skills and knowledge</b>          | Knowledge of the personalised care approach   | ✓ |   |
|                                      | Understanding of the wider determinants of health, including social, economic and environmental factors and their impact on communities                           | ✓ |   |
|                                      | Knowledge of community development approaches   |   | ✓ |
|                                      | Knowledge of IT systems and social media, including ability to use word processing skills, emails and the internet to create simple plans and reports             | ✓ |   |
|                                      | Knowledge of motivational coaching and interview skills   | ✓ |   |
|                                      | Good working knowledge of voluntary and community services in the Derby area  |   | ✓ |
| <b>Other</b>                         | Meets DBS reference standards and has a clear criminal record, in line with the law on spent convictions  | ✓ |   |
|                                      | Willingness to work flexible hours when required, including Saturday mornings, to meet demands  | ✓ |   |
|                                      | Access to own transport and ability to travel across the locality on a regular basis, including to visit people in their own homes                                | ✓ |   |
|                                      | Commitment to work within the policies and procedures of Community Action Derby   | ✓ |   |