



Community Link Worker (Social Prescribing) – Person Specification

Person Spec	Criteria	Essential	Desirable
Personal Qualities & Attributes	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	✓	
Qualifications & Training	NVQ Level 3, Advanced level or equivalent qualifications or working towards	✓	
	Training in motivational coaching and interviewing or equivalent experience		✓
Experience	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		✓
Skills and knowledge	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		✓
Other	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	✓	