

## Community Link Worker - Social Prescribing Person Specification

Criteria	Essential	Desirable
<b>Personal Qualities &amp; Attributes</b>		
Ability to listen, empathise with people and provide person-centred support in a non-judgmental 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.	✓	
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.	✓	
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.	✓	
Understanding 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 case management.		✓
Experience in supporting people, their families and carers in a related role (including unpaid work).		✓
Experience in working with the Voluntary and Community Sector (in a paid or unpaid capacity), including with volunteers and small community groups.	✓	
Experience in data collection and providing monitoring information to assess the impact of services.		✓
<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 the 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.	✓	
Able to speak one or more community languages.		✓
Willingness to work flexible hours when required, including Saturday mornings, to meet demands.	✓	
Commitment to work within the policies and procedures of Community Action Derby.	✓	
Have a full, valid driving licence and access to a vehicle	✓	