

Wirral Independent Living and Learning

Person Specification

Attributes	Essential	Desirable
Attitude & Personal Qualities	<ul style="list-style-type: none"> • A commitment to the rights of people with learning disabilities to live an ordinary life. • Understand the needs of people with learning disabilities. • A commitment to equal opportunities for all. • A good sense of humour. • To be positive about people and be able to empathise with others. • To be reliable, punctual, honest and hard working. • Self-motivated and able to work unsupervised. • Absolute integrity. • Open and keen to learn. 	<ul style="list-style-type: none"> • Ability to remain calm in a crisis.
Skills & Knowledge	<ul style="list-style-type: none"> • Good communication skills. • Listening and observing skills. • Good interpersonal skills with a variety of people. • Ability to empower others. • Ability to be a good team member whilst also being able to work on ones own initiative. • Good numeracy and literacy skills. • Good organisational skills. • Ability to work in an imaginative and innovative way. • Problem solving and decision making skills. • Competent at cooking, cleaning, budgeting and other domestic skills. • Good interpersonal skills. 	<ul style="list-style-type: none"> • Enabling skills. • Knowledge of the local area, its community resources and facilities. • Knowledge of D.S.S. benefit system.

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A good standard of education. • No formal qualifications are necessary. 	
Experience		<ul style="list-style-type: none"> • Offering support (paid or unpaid) to disabled people or other groups who are devalued or placed at disadvantage. • Supporting people with personal care needs. • Working as part of a team. • Working on own.
Circumstances	<ul style="list-style-type: none"> • Available to work flexible shifts, including evening, weekends and Bank Holidays, and to undertake sleep-in duties if necessary (for which an additional allowance is available). • Willingness to attend training courses and meetings as required. • Prepared to work alone. 	<ul style="list-style-type: none"> • Car owner with clean driving licences and no insurance restrictions (this could be essential depending on circumstances). • Live locally.
<p>*WILL is an equal opportunities employer. We will not tolerate discrimination against those whom we serve or employ because of race, gender, age, disability, creed or sexual orientation.</p>		