

Person Specification



VLSO Routine Pathway

Person Specification			
Area	Essential	Desirable	How Identified
Qualifications / Training	<ul style="list-style-type: none"> Driving License and access to a car to travel across NHS Region. 	<ul style="list-style-type: none"> Information Advice and Guidance qualifications Safeguarding Vulnerable Adults qualifications Welfare background experience 	Application/CV
Experience	<ul style="list-style-type: none"> Proven experience of working with complex individuals to provide support Designing and implementing support/development/care plans Identifying personal and workplace risks Ability to initiate and manage influential external relationships 	<ul style="list-style-type: none"> Has served in the UK HM Armed Forces and meets the essential criteria or have experience working with Ex-forces and/or their families Experience or knowledge of working within the third sector Experience of supporting service users into housing or other accommodation 	Application/CV/Interview
Skills/ knowledge	<ul style="list-style-type: none"> Competency in Microsoft applications including Word, Excel, and Outlook Excellent verbal and written communications skills Attention to detail Superior organisational skills Works Well to deadlines and under pressure Ability to empower people to move forward with their support 	<ul style="list-style-type: none"> Knowledge of the needs of today's Ex-forces personnel and the struggles they encompass post service 	Application/CV/Interview
Special Requirements	<ul style="list-style-type: none"> These positions will be subject to a satisfactory Enhanced DBS check As this is a homebased role it is expected you will have an appropriate space, free from distraction, to carry out your duties. 		Interview

<p>Behavioural Competencies</p>	<p>WWTW Key values will support the demonstration of the following behavioural competencies.</p> <p>Communicating – Ability to communicate clearly both verbally and in writing. Shows effective listening skills to make certain information is understood. Ability to explain complex matters with internal and external stakeholders.</p> <p>Client Focused – Can demonstrate ability to take time and question to seek and understand the underlying needs of the client to develop an independent view of their needs.</p> <p>Influencing – Displays assertive but calm demeanour approaching delicate matters with sensitivity and respect. Ability to work effectively with people at all levels with good use of interpersonal and influencing skills.</p> <p>Self-Development - Shows a commitment to ongoing training and personal development. Can demonstrate provision of effective coaching or mentoring.</p> <p>Decision-making – Displays a non-judgemental approach. Ability to analyse data producing solutions to develop project and high intensity service.</p> <p>Collaboration – Ability to use initiative and work collaboratively as part of a larger team. Ability to create and maintain productive working relationships, with a flexible approach.</p> <p>Forward Thinking – Demonstrates awareness of situations providing solutions to reduce conflict. Can demonstrate a proactive approach and ability to identify areas where process can be refined to achieve better results.</p> <p>Integrity – Displays positivity, treats others fairly. Ability to take responsibility for their actions. Ability to see possibilities and Identifies opportunities to turn ideas into actions.</p>		<p>Application/Interview</p>
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