

## Person Specification

Job Title:

Wellbeing and Dementia Lead

### Notes of Guidance for Candidates

For each requirement, you must show in your application form how you meet that requirement in order to be shortlisted for interview. The information you give on your application form will be expanded upon at interview. By the end of the selection process you will need to have demonstrated that you meet all the requirements on this Person Specification to be considered for appointment.

| Attributes                                | Essential Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Desirable Criteria                                                                                                                                                                                                            |
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| Personal Attributes & Values & Behaviours | <ul style="list-style-type: none"> <li>A positive attitude towards the Pilgrims' Friend Society and its wider aims and objectives</li> <li>Willing to respect family members/residents in their Christian faith</li> <li>Helpful, positive, and respectful to all</li> <li>Treating people as individuals with unique and diverse needs</li> <li>Committed to supporting people to exercise their rights and choices and retain control</li> <li>A compassionate and patient person</li> <li>Ability to understand people's needs and capabilities</li> </ul> | <ul style="list-style-type: none"> <li>Understanding of Emotional Intelligence</li> </ul>                                                                                                                                     |
| Experience                                | <ul style="list-style-type: none"> <li>Working with others</li> <li>Good working relationship with superiors, colleagues, and staff</li> <li>Completing and maintaining written records</li> </ul>                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Experience of caring for others.</li> <li>Working within a care home or similar environment</li> <li>Working with older people (with dementia and/or learning disabilities)</li> </ul> |

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| Skills & Abilities | <ul style="list-style-type: none"> <li>▪ Able to engage people in training by motivating/supporting them to develop emotional intelligence across the teams</li> <li>▪ Ability to take people with you (motivate and encourage others)</li> <li>▪ Able to turn training into action</li> <li>▪ Able to provide support to family members/residents and all the home supporters in a manner that upholds The Way We Care – person-centred principles</li> <li>▪ Able to enable family members/residents to retain the highest possible degree of privacy and personal independence</li> <li>▪ Able to be compassionate through relationships based on empathy, respect, and dignity</li> <li>▪ Able to see people as individuals and interact with them at every level</li> <li>▪ Calmness in all situations – ability to be depended upon by others</li> <li>▪ Able to be creative</li> </ul> | <ul style="list-style-type: none"> <li>▪ Crafts &amp; music</li> <li>▪ Able to play a musical instrument</li> <li>▪ IT skills</li> </ul> |
| Knowledge          | <ul style="list-style-type: none"> <li>▪ A basic understanding of the needs of older people</li> <li>▪ Understanding the need for maintaining confidentiality</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                          |

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| Qualifications & Training  | <ul style="list-style-type: none"> <li>▪ Basic literacy and numeracy skills.</li> <li>▪ Willingness to participate in training and attend relevant staff meetings</li> <li>▪ Awareness of self-development</li> </ul>                                                                                                                                                                                                                                                                                                                | <p>One or more qualifications in the areas outlined below would be an advantage.</p> <ul style="list-style-type: none"> <li>▪ An award in care (QCF) or equivalent</li> <li>▪ Dementia qualification</li> <li>▪ Moving &amp; handling</li> <li>▪ Safeguarding</li> <li>▪ Mental Capacity Act (MCA)</li> <li>▪ Music &amp; movement qualification or equivalent</li> <li>▪ First Aid</li> </ul> |
| Communication Skills       | <ul style="list-style-type: none"> <li>▪ Communicate effectively</li> <li>▪ Listening skills</li> <li>▪ Good interpersonal skills</li> <li>▪ Good recording skills</li> <li>▪ Customer care skills</li> </ul>                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                |
| Other Special Requirements | <ul style="list-style-type: none"> <li>▪ A committed, Protestant Christian able to provide a testimony of conversion, a minister's reference and subscribe to our Doctrinal Basis. This is a Genuine Occupational Requirement for this post</li> <li>▪ Good general health and reasonable level of fitness/stamina to engage in activities/training</li> <li>▪ Willingness to be flexible in working pattern</li> </ul> <p>Reasonable adjustments will always be considered for suitably qualified applicants with disabilities.</p> |                                                                                                                                                                                                                                                                                                                                                                                                |