



**PERSON SPECIFICATION**

**Post: Project worker/Gardener**

**In addition to the attributes detailed below, we are seeking an individual who will value and respect all others as equal.**

**1. Attainments** (e.g. educational / professional / training qualifications, licences, specific work experience, etc.)

<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>▪ Experience of working with adults with learning disabilities and /or working in a care setting</li> <li>▪ To hold or be willing to work towards mandatory social care qualifications, and those as required by the Trust relevant to this post.</li> <li>▪ Full manual licence valid for driving in the UK (if employed to drive) including D1.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>▪ Experience of working with young people / adults with Autism</li> <li>▪ An awareness of national social care policy issues and relevant legislation.</li> <li>▪ To hold a recognised social care qualification</li> <li>▪ Horticultural experience or qualification</li> </ul>
--	--

**2. Special Aptitudes** (specific skills /abilities /competencies, e.g. numerical /communication /creative skills, etc.)

<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>▪ Experience and/or competence in horticulture</li> <li>▪ The ability to transfer the above skills to our service users at a level appropriate to each individual;</li> <li>▪ A good standard of literacy and numeracy, with the ability to record documentation accurately, legibly and in line with the organisation policy and procedure.</li> <li>▪ Basic IT skills in Word and email.</li> <li>▪ Ability to communicate clearly with service users, colleagues, families and other professionals.</li> <li>▪ Ability to work on own and as part of a team.</li> <li>▪ Ability to plan and organise own workload and meet deadlines.</li> <li>▪ To maintain confidentiality within the organisational policy and procedure.</li> <li>▪ Ability to deal with challenging behaviour from service users.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>▪ Ability to think creatively in order to devise a variety of tasks and activities</li> <li>▪ A knowledge of horticulture and an ability to safely carry out and supervise a range of horticultural and conservation activities at Trust sites.</li> <li>▪ Advanced IT skills</li> <li>▪ Retail experience for our social enterprise activities</li> <li>▪ Interest/skills in conservation and environment</li> <li>▪ Knowledge around food and nutrition</li> <li>▪ Knowledge/experience around animal care ie chickens, pigs, sheep and goats etc.</li> </ul>
--	---

**3. General Intelligence** (e.g. ability to define /solve problems, use of initiative, learn new skills, etc.)

<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>▪ Ability to problem solve competently and work on own initiative</li> </ul>	<p><b>Desirable:</b></p>
--	--------------------------

**4. Disposition** (e.g. attitude to work / people)

--	--

<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>▪ Ability to manage yourself and others in stressful situations.</li> <li>▪ Positive attitude towards people with learning disabilities.</li> <li>▪ A flexible approach to your work e.g. if required to occasionally stand in for other staff, working outdoors when necessary;</li> <li>▪ Reliable attendance and good time keeping</li> <li>▪ To promote a positive image of the organisation and service users at all times</li> <li>▪ To support service users in their personal choices and beliefs.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Experience and willingness to work with customers / clients, representing Sunnyside both within our farm shops and on our outside contracts in our local communities (social enterprise).</li> </ul>
<p><b>5. Health</b> (physical attributes e.g. ability to life, general health, speech, male/female, etc.)</p>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>▪ General good health;</li> <li>▪ A good standard of personal hygiene and grooming;</li> <li>▪ Ability to support service users in their daily activities, e.g. cooking, crafts, retail, horticulture, woodwork, etc.</li> <li>▪ Ability to perform moving and handling tasks relevant to your job.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>▪ the ability to perform physical horticultural tasks;</li> </ul>
<p><b>6. Interests</b> (work/leisure related, e.g. chairing committees, team sports, outdoor interests, gardening, 'specific' etc)</p>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>▪ An interest in working with people with learning disabilities</li> <li>▪ Interest in creative activities</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>▪ An interest in leading or participating in team or group activities;</li> <li>▪ Allotment holder or experience of growing food</li> <li>▪ Willow craft</li> </ul>
<p><b>7. Circumstances</b> (e.g. other commitments, religious or secular, e.g. other commitments, religious or secular, mobility, ability to work weekends, holidays etc.)</p>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>▪ Availability, when required, to work outside regular hours to attend SRT staff meetings and client centred meetings</li> <li>▪ Willingness to drive the Trust minibus / work vehicles as and when needed.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>▪ A flexible approach to holidays</li> </ul>

July 2019

