



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.)

Essential:

- Experience of working with adults with learning disabilities and /or working in a care setting
- To hold or be willing to work towards mandatory social care qualifications, and those as required by the Trust relevant to this post.
- Full manual licence valid for driving in the UK (if employed to drive) including D1.

Desirable:

- Experience of working with young people / adults with Autism
- An awareness of national social care policy issues and relevant legislation.
- To hold a recognised social care qualification
- Horticultural experience or qualification

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

Essential:

- Experience and/or competence in horticulture
- The ability to transfer the above skills to our service users at a level appropriate to each individual;
- A good standard of literacy and numeracy, with the ability to record documentation accurately, legibly and in line with the organisation policy and procedure.
- Basic IT skills in Word and email.
- Ability to communicate clearly with service users, colleagues, families and other professionals.
- Ability to work on own and as part of a team.
- Ability to plan and organise own workload and meet deadlines.
- To maintain confidentiality within the organisational policy and procedure.
- Ability to deal with challenging behaviour from service users.

Desirable:

- Ability to think creatively in order to devise a variety of tasks and activities
- A knowledge of horticulture and an ability to safely carry out and supervise a range of horticultural and conservation activities at Trust sites.
- Advanced IT skills
- Retail experience for our social enterprise activities
- Interest/skills in conservation and environment
- Knowledge around food and nutrition
- Knowledge/experience around animal care ie chickens, pigs, sheep and goats etc.

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

Essential:

- Ability to problem solve competently and work on own initiative

Desirable:

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

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

July 2019

