

**BOSENCE FARM COMMUNITY LTD
BOSWYNS
Residential Detox and Stabilisation**

**PERSON SPECIFICATION
Residential Support Worker**

EDUCATIONAL/PROFESSIONAL QUALIFICATIONS	
1. Good standard of general education.	Essential
2. Qualified at least to Level 2 (Health and Social Care) or equivalent, or a willingness to work towards.	Essential
3. Social Work, Counselling, Danos accredited qualification, or other relevant professional qualifications.	Desirable

KNOWLEDGE AND EXPERIENCE	
4. A minimum of 1 years' experience of working directly with clients in substance misuse treatment or a related field.	Essential
5. Experience of working in a residential setting.	Essential
6. Experience of delivering support services in a residential setting.	Essential
7. Experience of ensuring the effective day to day running of a residential service.	Essential
8. Experience of supporting service users with a wide range of practical tasks	Essential
9. Experience of supporting service users to make housing, benefits and other relevant applications	Desirable
10. Knowledge of drug use, its impact on the individual and treatment options.	Desirable
11. Experience of working within a multi-disciplinary team.	Desirable
12. Experience of inter-agency working.	Desirable
13. Knowledge and understanding of the range of models of community and residential rehabilitation options	Desirable
14. Understanding of and a commitment to working with service users in a recovery oriented approach	Essential
15. If in personal recovery, to have at least 5 years' continuous personal recovery	Essential

SKILLS AND ABILITIES	
16. Ability to effectively support service users with a wide range of tasks including making telephone calls and attending appointments.	Essential
17. Ability to enforce rules and ensure structure and timetables are adhered to.	Essential
18. Ability to deliver recreational activities and trips in a manner which is appropriate to the service user group and safe.	Essential
18. Ability to work as part of a team.	Essential
19. Good planning and time management skills.	Essential
20. Good communication skills – verbal and written.	Essential
21. Ability to create good rapport with people, including other staff, service users and other professionals.	Essential
22. Ability to establish and maintain clear boundaries with clients.	Essential
23. Good negotiating skills, both personally and professionally.	Essential
24. Ability to manage own workload.	Essential
25. Ability to work to deadlines.	Essential
26. Excellent administration and IT skills including diary and appointment management.	Essential
27. Clean driving licence.	Desirable
28. Ability to work as part of a shift rota system which covers 24 hours a day and includes day, night, weekend and Bank Holiday working.	Essential

ATTITUDES AND VALUES	
30. Clear understanding of and commitment to Equal Opportunities.	Essential
31. Commitment to the mission and values of Bosence Farm Community Ltd.	Essential
32. Commitment to multi-disciplinary working.	Essential
33. Commitment to working as part of a team.	Essential
34. A willingness to be flexible over working hours.	Essential
35. Commitment to providing residential care to drug users.	Essential
36. Commitment to service user involvement and consultation, and quality assurance.	Essential