

## PERSON SPECIFICATION

### Earthworks support worker

Area	Essential	Desirable
Qualifications	Good general standard of secondary level education.	<p>The Care Certificate</p> <p>Qualifications in the use of gardening machinery such as; petrol driven lawn mower, strimmer and hedge cutter.</p> <p>Trade qualification</p> <p>Nationally recognised care / learning disability qualification.</p> <p>Vocational qualifications and/or training in any of Earthworks' activities.</p> <p>Other vocational qualifications in Health and Social Care.</p>
Experience	Previous demonstrable experience of working effectively in a team of people.	<p>Previous demonstrable experience of working in a support role within a therapeutic horticulture or green care setting.</p> <p>Previous demonstrable experience of working with people with learning disabilities, autistic spectrum disorders and / or mental health problems.</p> <p>Previous experience of dealing with incidents involving behaviours of distress.</p>
Skills and Knowledge	<p>An awareness of the statutory obligations to safeguard and protect vulnerable people.</p> <p>Ability to work using own initiative.</p> <p>Strong verbal communication skills.</p>	<p>Good understanding of current best practice in the field of learning disability care, notably practical application of a person-centred approach.</p> <p>Knowledge of garden machinery and tool use.</p> <p>Knowledge of environmental sustainability.</p>
Physical requirements	Physically fit enough to undertake a wide range of outdoor activities.	

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	Physically able to work outdoors most of the time in all weathers.	
Personal qualities	<p>Excellent inter-personal skills</p> <p>High levels of discretion, empathy and sensitivity.</p> <p>Friendly, enthusiastic, confidence inspiring, patient, approachable, trustworthy, fair, reliable and consistent.</p>	
Other	<p>Commitment to high standards of health and safety in the workplace.</p> <p>Commitment to horticulture and environmental awareness as therapeutic activities.</p> <p>Commitment to maintaining confidentiality.</p> <p>Commitment to working as part of a team.</p> <p>Willingness to undertake out of hours' work (e.g. open days farmers' markets, training, meetings etc.) for which time off in lieu will be given by arrangement.</p> <p>Ability to work under pressure.</p> <p>Willingness to undertake training as necessary / appropriate.</p> <p>Willingness to work in accordance with Earthworks policies and procedures.</p> <p>Willingness to work within and promote the ethos and principles that underpin the activities and services of Earthworks St Albans.</p>	<p>First aid qualification</p> <p>Clean driving licence and willingness to drive Earthworks' vehicles.</p>