



Support and Engagement Worker – Complex Needs Project Person Specification

A = application

I = interview

ESSENTIAL CRITERIA	METHOD OF ASSESSMENT
<p><u>Education and Experience</u> Experience of providing support to women e.g. motivational interviewing, CBT, on substance misuse within a harm reduction approach and in a professional context Experience of providing support to women affected by domestic violence and mental health Experience of positive and effective team working Experience of working with women from BME communities and from diverse social and cultural backgrounds A relevant qualification, e.g. NVQ3 in Health & Social Care or equivalent</p>	<p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p>
<p><u>Skills and Abilities</u> Ability to access and engage women with drugs or alcohol issues into appropriate treatment, particularly those currently under-utilising or not in treatment Ability to work in an outreach capacity at satellites Ability to liaise and work effectively in partnership with other professionals and across agencies Ability to promote the service to potential users, referrers and local communities Ability to manage professional relationships with funders and partner agencies and internally within EACH Good written and oral communication skills, and computer literacy Ability to provide group support and harm reduction education Competent to work without close supervision and used to meeting deadlines Ability to implement and use monitoring systems Ability to work within and practice equal opportunities, risk management and confidentiality policies at an individual, team and service level Awareness of health and safety issues for self and others</p>	<p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p>
<p><u>General and Specialist Knowledge or Skills</u> Have a knowledge and understanding of harm reduction and health education for drug and alcohol users Understanding of impact of substance misuse on individuals and their families/ carers Knowledge of child protection and ability to implement appropriate safeguarding procedures</p>	<p>A & I</p> <p>A & I</p> <p>A & I</p>
DESIRABLE CRITERIA	METHOD OF ASSESSMENT
<p><u>Education and Experience</u> Experience of working within service and contract delivery systems Experience of facilitating groups or providing educational workshops</p>	<p>A & I</p> <p>A & I</p>
<p><u>General and Specialist Knowledge</u> Knowledge of how to access local, community and borough based resources Ability to speak a South Asian language – e.g. Hindi, Punjabi</p>	<p>A & I</p> <p>A & I</p>