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| **Person Specification: Housing Support Worker** |
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| ATTRIBUTES | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
| **Qualifications** | Full driving licence (maximum 6 points) | A relevant qualification | Application form. |
| **Work Experience** | 3 years’ experience as a support worker | Experience of working in a supported housing service | Application form /Interview. |
| Experience of working in partnership with other agencies | Experience of using the Homelessness Outcomes Star | Application form /Interview. |
|  | Paid or unpaid work in the voluntary sector  | Application form /Interview. |
| **Skills** | Ability to develop and sustain positive working relationships with people | Motivational Interviewing | Application form /Interview. |
| Ability to maintain confidentiality and professional boundaries in a work setting |  | Application form /Interview. |
| Ability to use a range of interventions to support people with practical and emotional issues |   | Application form / interview. |
| Ability to actively contribute to service development and improvement, updating knowledge and developing new skills  |  | Application form / interview. |
| Ability to keep accurate and detailed records |  | Application form / interview. |
| Competent in the use of ICT and Microsoft Office |  | Application form /Interview. |
| Good written and verbal communication skills |   | Application form /Interview |
|  | Ability to carry out assessments to establish housing and support needs and suitability for the service. |  | Application form /Interview |
|  | Ability to assess and manage risk effectively |  | Application form /Interview |
| **Transferable Skills** | Ability to work independently using own initiative. |   | Application form /Interview |
| Ability to manage own time effectively |   | Application form /Interview |
| Ability to share information effectively with team members and other professionals |  | Application form /Interview |
| **Knowledge** | Knowledge of welfare rights and benefits. | Knowledge of local support agencies, housing services and other community resources. | Application form/ Interview  |
| Knowledge and understanding of a range of support needs and homelessness related issues | Trauma Informed Practice | Application form / interview. |
|  | Knowledge of safeguarding issues |  |  |
| **Attitude** | Commitment to working within Latch's Policies and Procedures. |   | Application form /Interview. |
| Commitment to achieving excellence in delivering Latch services |  | Application form /Interview. |
| Willing to bring an open and supportive approach to the rest of the staff team |   | Application form /Interview. |
| A strong commitment to Latch’s values, aims and objectives |  | Application form / interview. |
| **Other** | Access to vehicle for work use |  | Application form |