



PERSON SPECIFICATION

POST: Cover Worker (Stella Maris)

depaulireland.org

This person specification sets out the various criteria which are essential or desirable for the post and by which we will assess your application.

ESSENTIAL CRITERIA

1 EXPERIENCE

- 1.1 At least one year's paid (full-time equivalent) or 2 years voluntary (full-time equivalent) experience working in the homelessness field or another related area.

2 QUALIFICATION

- 2.1 3 GSCE's (or equivalent) A-C to include Maths and English

3 PERSONAL QUALITIES

- 3.1 Personal values consistent with Depaul and our Low Threshold ethos.
- 3.2 A friendly, calm and personable approach.
- 3.3 A commitment to and an understanding of Equal Opportunities and Diversity Issues.

4 KNOWLEDGE, SKILLS AND ABILITIES

- 4.1 A clear comprehension of Harm Reduction and Low Threshold working.
- 4.2 An understanding of homelessness and its effects.
- 4.3 An ability to communicate effectively both verbally and in writing.
- 4.4 Computer literate with knowledge of IT packages.
- 4.5 Understanding of the importance of team work and an ability to work as part of a team.
- 4.6 An ability to build rapport and trust with Service Users.
- 4.7 An ability to liaise effectively with external agencies.
- 4.8 An understanding of the principles of Risk Management.

5 OTHER

- 5.1 An ability to work on a rota basis
- 5.2 An ability to work night shifts and weekends

DESIRABLE CRITERIA:

- Qualification in Health & Social Care or equivalent.
- Proficiency in needs assessments, keyworking and support planning.
- An understanding of the challenges of working in a residential setting.
- An understanding of the statutory and voluntary sector resources available to homeless people.