**PERSON SPECIFICATION**

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| **Job title** | Autism and PBS Practitioner | |
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| **Personal effectiveness** | Essential | Desirable |
| * An ability to work effectively as part of a team to enhance service delivery * Ability to lead, inspire and motivate teams * Excellent oral and written communications skills * IT literate * Ability to remain calm under difficult circumstances | * A strong work ethic and commitment to the ethos, policies and practices of Turning Point * Flexibility and a positive attitude to change * Commitment to equality and diversity * Commitment to continuing the development of professional skills |
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| **Technical effectiveness** | Essential | Desirable |
| * Ability to respond positively to challenging behaviours of the people we support * Ability to enact a person centred approach in service delivery * Ability to manage conflicting priorities whilst still delivering a high level of service * Strong organisational skills in order to manage a demanding and varied caseload | * Ability to critically appraise own performance so as to set priorities and to help with performance management of others   • Ability to provide an innovative &  efficient model of service delivery   * Experience of using and delivering   training   * Experience of carrying out assessments * Working understanding of the MHA |
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| **Acquired experience & qualifications** | Essential | Desirable |
| * Qualification in a health or social care field or PBS /Autism qualification * Ability to deliver a customer focussed service * Ability to relate well to family members , carers and other relevant bodies * Proven track record of working with people who challenge using PBS * Proven track record of working with People with Autism | * Ability to demonstrate an understanding and personal commitment to safeguarding and promoting the welfare of the people we support * SPELL, TEACH or equivalent qualifications |
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| **Other requirements** | Essential | Desirable |
| * Previous experience in a similar role * Experience in risk management and proactive planning in a support and care context. * Experience developing PBS plans, including an understanding of Proactive and Reactive support strategies. * To be able to travel as and when directed | * Experience in risk management and proactive planning in a support and care context * Ability to remain confident and assertive when under pressure |