**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
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