

**PERSON SPECIFICATION**

**Job Title** Therapy Assistant Enhanced Dementia Care Service

**Band** Band 4

Attribute	Essential	Desirable	Evidence to support assessment Application/Interview/Test
<b>Qualifications</b>			
Educated to GCSE Standard; A-C including English and Maths	X		<u>A/I</u>
Practical knowledge acquired through training, short courses and/or experience to NVQ/ or equivalent in health or healthy lifestyles related setting or HCSW Apprenticeship level 3	X		<u>A/I</u>
Assistant Practitioner Apprenticeship level 4		X	<u>A/I</u>
An understanding of the processes of rehabilitation and lifestyle change	X		<u>A/I</u>
Evidence of recent study relevant to position		X	<u>A/I</u>
<b>Experience</b>			
Previous experience of working in a health/ social care or therapy/ rehab setting with adults including older people	X		<u>A/I</u>
Working as part of a team	X		<u>A/I</u>
Experience of working with groups – class/education/exercise	X		<u>A/I</u>
Previous experience as a Technical Instructor / Therapy Assistant		X	<u>A/I</u>
Health / social care / teaching experience		X	<u>A/I</u>
Experience working with people with Dementia		X	<u>A/I</u>

<b>Skills and Abilities</b>			
Ability to communicate effectively with patients, colleagues and service users of all ages and ability, including those for whom English is not their first language, and those with hearing or visual impairments	X		<u>A/I</u>
Able to follow written and verbal instructions	X		<u>A/I</u>
Excellent written communication skills	X		<u>A/I</u>
Excellent interpersonal skills	X		<u>A/I</u>
Adaptable to change	X		<u>A/I</u>
Able to manage their own time effectively	X		<u>A/I</u>
Able to work well as part of a team	X		<u>A/I</u>
Able to work independently with individuals considering their health and safety, with an awareness of risk	X		<u>A/I</u>
IT literate with ability to use technology and digital solutions with patients and in the operation of the service	X		<u>A/I</u>
<b>Personal Attributes</b>			
Ability to develop professional relationships	X		<u>A/I</u>
Enthusiastic, able to motivate patients	X		<u>A/I</u>
Ability to demonstrate empathy, sensitivity and tact	X		<u>A/I</u>
Reliable and conscientious	X		<u>A/I</u>
Able to carry out moderate to intense physical effort through the working day and carry out concurrent activities	X		<u>A/I</u>
Commitment to personal & professional development including reflecting critically on their own practice and performance.	X		<u>A/I</u>
Ability to independently travel to various sites across the organisation	X		<u>A/I</u>
Able to work across 7 days as part of the service rota	X		<u>A/I</u>