**Person Specification**

**Qualifications/Training**

|  |  |
| --- | --- |
| Requirement | Criteria |
| To be professionally qualified with either a Social Work, Nursing, Psychologist or Occupational Therapy qualification and be registered with the Health and Care Professions Council (or equivalent)  | Essential |
| Qualified to act as a Best Interests Assessor for the Deprivation of Liberty Safeguards | Essential |

**Achievements & Experience**

|  |  |
| --- | --- |
| Requirement | Criteria |
| Recent experience of undertaking Best Interest Assessments | Desirable |
| Significant experience of working in a professional capacity within an adult health & social care setting | Essential |
| Experience of working with people who have difficulty communicating and in emotive situations | Essential |
| Recent experience of undertaking Safeguarding Enquiries | Desirable |

**Knowledge**

|  |  |
| --- | --- |
| Requirement | Criteria |
| Comprehensive understanding of the Mental Capacity Act and the Deprivation of Liberty Safeguards (DoLS) and related Codes of Practice and a good working knowledge of associated legislation (such as the Mental Health Act, Human Rights Act, Care Act, etc) | Essential |
| Good knowledge of relevant case law and impact on practice | Essential |
| An awareness of the multi-agency context in which the Team operates | Essential |
| Good understanding of the principles of Making Safeguarding Personal and Professional responsibilities regarding related policy and procedure | Essential |
| Knowledge of anti-discriminatory and diversity issues and an understanding of how this impacts on people with long-term conditions, such as Learning Disabilities and Dementia, that might impact on a person’s capacity | Essential |

**Skills**

|  |  |
| --- | --- |
| Requirement | Criteria |
| Experience of producing accurate and concise reports to a high standard, including the ability to give clear, evidence-based opinions. | Essential |
| Ability to deal with complex and contentious situations where agreement may not be achievable | Essential |
| Good assessment skills and the ability to make informed independent best interest decisions within the context of a deprivation of liberty | Essential |
| Ability to prioritise competing demands, often at short notice and ability to remain calm and work under pressure | Essential |

**Qualities & Attitude**

|  |  |
| --- | --- |
| Requirement | Criteria |
| Demonstrate an enthusiasm and commitment to delivery of the best quality services, with ability to motivate self and others | Essential |
| Seek opportunities to listen and reflect, embracing flexibility | Essential |
| Show awareness of personal strengths and areas for development and their impact on others | Essential |