

**Health and Wellbeing Practitioner – Peer Development**

**PERSON SPECIFICATION**

This Health and Wellbeing practitioner will support the development of Peer volunteering within the Health and Wellbeing service and across Thistle. The Health and Wellbeing practitioner will identify opportunities to develop new roles, support and train new and existing peer volunteers and over see the management processes around volunteering. The practitioner will support the evaluation of volunteering within Thistle and also reflect learning to support development of the service

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| **Attributes** | **Essential**  **(Minimum acceptable attributes)** | **Desirable**  **(Attributes of the ideal candidate)** | **How we will assess** |
| **Education, qualifications and training** | * Training in a collaborative competency based therapeutic approach eg Solution focused Brief Therapy, Person centred approaches, Motivational interviewing | * Community education/ social work or equivalent * Volunteer management training | * Application, certificates |
| **Skills, attributes and knowledge** | * Be able to work autonomously * Good group facilitation skills * Knowledge of asset based/ outcome based approaches * Strong written and verbal communications * Good IT skills * Ability to prioritise workload * Knowledge of good practice within volunteer recruitment and management |  | * Application, certificates * Written statement * Interview and selection process |
| **Experience** | * Experience of working with people with physical and mental health problems who are experiencing psychosocial barriers * Experience of supporting people on a one to one basis to explore managing health and/or life situations * A track record of managing and supporting volunteers within an organisation * Experience of developing volunteer roles within a service * Experience of facilitating group based interventions and developing and delivering volunteer training * Experience of partnership/ collaborative working | * Experience of monitoring and evaluation | * Application, certificates * Written statement * Interview |
| **Personal qualities** | * A reflective practitioner * A team player * Creative and proactive * Flexible and adaptable * Empathetic * Shares Thistle’s values * Good time management and organisational skills * Resilient * Excellent interpersonal skills |  | * Application * Interview |
| **Other** | * Driving licence |  |  |

