



## PERSON SPECIFICATION HEALTH AND SOCIAL CARE TRAINER

Please evidence in your Personal Statement on the application form how you meet the requirements of the role.

<b>Experience and qualifications</b>
<ol style="list-style-type: none"><li>1. A minimum of 2 years' previous experience in a similar role in the health and social care sector</li><li>2. Level 3 Award in Education and Training</li><li>3. Experience of conducting training needs assessments and developing and delivering successful health and social care training programmes to meet business needs</li><li>4. Experience of delivering effective induction programmes for new staff and refresher training for existing staff</li></ol>
<b>Knowledge and abilities</b>
<ol style="list-style-type: none"><li>5. Up to date knowledge of all relevant legislative and regulatory sector standards</li><li>6. Knowledge of CQC standards and expectations and ability to transfer these into effective training interventions</li><li>7. Knowledge of the Certificate in Care and able to support staff to achieve this within set timeframes</li><li>8. Ability to adapt learning and communication styles to meet the needs of individuals, lead by example and to demonstrate a variety of training techniques</li><li>9. Ability to mentor, coach and develop individual members of staff and take an active role in strengthening a team around the people we support</li><li>10. Able to work in partnership with line managers to identify effective interventions to support individual's learning and development</li><li>11. Keep up to date with own learning and development and maintain a continuous professional development record</li><li>12. Computer literate and able to learn different software packages, including the Google suite</li><li>13. Able to work flexibly, which may include early mornings, evenings and weekends to meet the needs of services</li></ol>
<b>Qualities</b>
<ol style="list-style-type: none"><li>14. Excellent written, verbal and interpersonal communication skills</li><li>15. Able to develop and maintain positive and professional relationships both internally and externally</li><li>16. Strong organisational and time management skills, with the ability to prioritise competing demands</li><li>17. Ability to adapt and manage change</li><li>18. Motivated to perform at a high professional standard and to make a difference to the lives of the people we support through effective learning and development interventions</li></ol>