#### Person specification: Independence & Wellbeing Advisor

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| Qualities | Essential | Desirable |
| **Competencies** | Good communication and interpersonal skills.  Be an effective problem solver, who can work on own initiative, with people that are displaying complex issues/ vulnerabilities.  Able to plan and manage own workload to achieve deadlines.  Able to adapt to a changing environment in a positive manner.  Ability to work on own initiative and as part of a team.  Be able to set SMART goals.  Be able to respond effectively to customer’s needs.  Good organisational skills.  A sound knowledge of tenant and landlord legislation.  A sound knowledge of the rent recovery process. |  |
| **Experience** | Previous experience of working with older people and proven ability to foster a spirit of co-operation and sense of independence within this group.  Experience of adapting communication style to suit individual needs or when explaining technical information.  Good knowledge of digital of most commonly used Microsoft Office packages  Good literacy/numeracy skills to GCSE pass level | Up to date knowledge of Housing Benefits.  Experience in dealing with bereavement and loss.  An understanding of both housing management and support services. |
| **Commitment** | To providing the best possible service to tenants and the Company.  To promote the values of Teign Housing, being respectful, resourceful and ethical and demonstrate these values.  Working collaboratively with staff from other departments and agencies. |  |
| **Qualifications** | A good standard of general education. | Appropriate professional or vocational qualification.  CioH Supported Housing |
| **Special Conditions** | Willing to work outside normal working hours if required.  Acceptable DBS and barred list disclosure and subscription to the on-line tracking service.  Current clean driving licence and use of your own vehicle. |  |
| **Other Attributes** | Self-motivated and positive.  Gives support to others and understands own responsibility as a team member and how own behaviour can influence others in the team.  Positive, can-do attitude |  |