

##### Person Specification for:

GMI HIV Prevention Support worker (East London)

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| **Criteria** | **Method of Assessment** |

E = Essential, D = Desirable

**You must have a Category B driving license, suitable for driving a mobile clinic.**

1. **Experience**

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| a) | Experience of working with or for a third sector organisation, particularly in health or social care, or in HIV/sexual health settings. | Form & Interview (E) |
| b) | At least one years' experience of outreach work, i.e. face to face with the public, in community settings. | Form, Interview (E) |
| c) | Experience of working in a range of different settings (e.g. HIV/sexual health settings, community groups, homeless shelters, etc.) | Form and Interview (E) |
| d) | Experience and understanding of working to and achieving set targets | Form and Interview (E) |
| e) | Experience of working with vulnerable populations and/or those at elevated risk of HIV especially migrant communities | Form and Interview (D) |
| f) | A degree in public health, social sciences or other relevant field, or comparable experience | Form (D) |

**2.0 Knowledge**

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| a) | Understanding of health inequalities and the social determinants of health, specifically as they relate to migrant communities, and the social & cultural context within which these communities operate. | Form & Interview (E) |
| a) | Knowledge and understanding of the needs and issues faced by people affected by HIV in the UK | Form & Interview (D) |
| c) | Understanding of approaches to helping people change their behaviour and reduce risk taking (e.g. Motivational interviewing, behaviour change communication principles and practices). | Form & Interview (D) |
|  | Knowledge of safeguarding and child protection | Form (E) |
|  | An understanding of HIV/STI Prevention and support methodologies and their uses targeting different communities at risk, including MSM, BAME, Trans people, Sex Workers and IDU | Form and Interview (E) |
|  | A demonstrable understanding of how to conduct risk assessments and monitor ongoing risks within an outreach setting. | Form (D) |

**3.0 Skills & Abilities**

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| a) | Good oral and written communication and relationship skills, which are effective and persuasive, including a high standard of spoken and written English. | Form, Interview (E) |
| b) | Ability to engage and speak to members of the public. | Form, Interview (E) |
| c) | Experience of the provision of HIV Point of Care testing and sexual health screenings, or willingness to learn. | Form & Interview (E) |
| d) | Effective team player skills and an ability to co-ordinate and support volunteers to deliver team goals. | Form & Interview (E) |
| e) | Ability to support, supervise & motivate volunteers. | Form & Interview (E) |
| f) | Experience of using computer database systems; entering data and contributing to reports | Form (E) |
| g) | Ability to effectively plan and prioritise work ensuring all reasonable deadlines are met. | Form, Interview (E) |
| h) | Ability to be administratively self-supporting. | Form, Interview (D) |
| i) | Ability and commitment to reflect on own performance effectively using supervision and appraisals to identify areas for support, development and training. | Form & Interview (D) |
| j) | Understanding of the role of boundaries in relation to working with people in a range of different settings and from different backgrounds | Form & Interview (E) |
| k) | Ability to work some weekends and evenings, as required | Form & Interview (E) |
| l) | Ability to use social media, dating apps and other digital network platforms as an engagement, information sharing and signposting tool | Form (D) |
| m) | Ability to speak another community language | Form & Interview (D) |
| n) | A solution focused “can do” approach | Form & Interview (E) |
| o) | Commitment to empowering clients, and supporting them in making informed choices | Form (E) |

1. **Equal Opportunities**

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| a) | Ability and commitment to implement equal opportunity and anti-oppressive practice in all aspects of the work. | Form & Interview (E) |

1. **Confidentiality**

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| a) | To understand the confidential nature of this work and maintain highly confidential records and liaison with clients. | Form & Interview (E) |

August 2020