

Person Specification

	Essential	Desirable
Qualifications	• GCSE (Grade C/4 or above) in English and Maths • Relevant health, wellbeing, community support or social care qualification, or equivalent experience • NCSCT Stop Smoking Practitioner Training (or willingness to complete)	• Degree or higher-level qualification in a health care or behaviour change related subject i.e. psychology counselling
Experience	• Experience of supporting individuals to improve their health and wellbeing • Experience of working with vulnerable or disadvantaged individuals • Experience of maintaining accurate records and using electronic databases	• Experience of working within substance misuse, recovery, mental health or homelessness services • Experience of delivering stop smoking support • Experience of community outreach and engagement activities • Experience of working with people who have complex or multiple needs • Experience of working independently and organising appointments across multiple locations
Skills and competencies	• Excellent communication and interpersonal skills • Ability to engage, motivate and support individuals to make positive behaviour changes • Ability to build positive working relationships with clients, colleagues and partner organisations • Good organisational and time-management skills • Ability to prioritise workload and manage a varied appointment schedule • Ability to work independently and as part of a team • Accurate data recording and administration skills • Competent IT skills, including Microsoft Office (Word, Excel, Outlook, Teams) and case management systems	• Motivational Interviewing skills • Group facilitation skills • Experience of delivering presentations or awareness-raising activities

Knowledge	• Understanding of health improvement and behaviour change approaches • Understanding of safeguarding responsibilities and risk management • Understanding of confidentiality, GDPR and information sharing requirements	• Knowledge of tobacco dependency and smoking cessation interventions • Knowledge of local health, social care and recovery services • Understanding of addiction and recovery principles • Awareness of trauma-informed and person-centred approaches
Personal Attributes	• Passionate about supporting people to improve their health and wellbeing • Non-judgmental, compassionate and respectful approach • Able to work confidently with individuals from diverse backgrounds • Flexible and adaptable in response to service needs • Commitment to promoting recovery, inclusion and reducing health inequalities	
Other Requirements	• Full UK driving licence • Access to a vehicle with business-use insurance • Ability to travel and work flexibly across Derbyshire, including community-based venues, with occasional evening or weekend working.	