**Person Specification**

**Job Title: Housing Senior Practitioner**

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| **EXPERIENCE** |
| Ability to work in a supervisory role including line management of staff | Essential |
| Ability to co-ordinate a team to deliver a comprehensive package of housing support services | Essential |
| Experience of delivering housing related support services to clients in shared and/or self contained accommodation (including floating support) | Essential |
| Experience of estates management including directly managing and maintaining properties  | Essential |
| Experience of assessment as key resource in successful treatment and housing provision; implementation and evaluation of individual support planning and effective case management | Essential |
| Experience of working with and supporting a vulnerable client group such as people with drug / alcohol dependency, mental health related needs, ex-offenders, young vulnerable people | Essential |
| Ability to deliver services according to contract and outcome requirements with particular reference to outcomes monitoring | Essential |
| Experience of multi-disciplinary and interagency liaison, including partnership working | Essential |
| Up to date knowledge of the welfare benefit system and the ability to support staff to ensure clients maximise their benefit entitlement. | Desirable |

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| **SKILLS & KNOWLEDGE** |
| Understanding of the housing and resettlement support needs of vulnerable clients, specifically knowledge of move on options and Home Choice Bristol, Housing Support Register | Essential |
| Understanding of the connection between stable housing and meaningful structure with engagement with treatment and relapse prevention | Essential |
| Ability to develop and implement comprehensive support plans with clients and accurate written accounts of support meetings | Essential |
| Ability to deliver an empathic and challenging approach to clients  | Essential |
| Ability to demonstrate strong interpersonal skills in a team setting with the aim of sharing expertise, commitment and enthusiasm to develop best practice within the housing team | Essential |
| Ability to build and support and motivate a multi-disciplinary team using mentoring and coaching skills alongside appropriate challenge | Essential |
| Ability to contribute to development goals of the housing team and wider organisation | Essential |
| Ability to evidence a commitment to personal and professional development | Essential |
| Commitment to anti discriminatory practice | Essential |
| An understanding of the concept of ‘duty of care’ with particular reference to safeguarding for vulnerable adults or child protection | Essential |
| Ability to be self-servicing re: administrative output and general confidence around the use of IT | Essential |
| Ability to show initiative and effectively manage own time | Essential |
| Understanding of housing law in relation to Assured Shorthold Tenancies and Licence Agreements | Desirable |
| Good understanding of the concept and process of recovery from substance misuse and dependency.  | Essential |
| Knowledge of the range of treatment providers and associated services available to clients and an understanding of different treatment approaches | Desirable |

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| **PERSONAL CHARACTERISTICS** |
| Self motivated and able to work under pressure | Essential |
| Ability to supervise the team and prioritise tasks to achieve goals and outcomes | Essential |
| A solid understanding of the role of a leader within a team and willingness to take on enhanced responsibilities | Essential |
| Flexible approach to tasks | Essential |
| Tactful, diplomatic and assertive and able to maintain professional boundaries with all stakeholders. | Essential |
| Excellent organisation and time management skills | Essential |
| Conscientious and committed to the goal of excellence | Essential |
| An understanding of confidentiality and a willingness to respect operational guidelines regarding confidentiality | Essential |
| Full driving licence with access to a car for work purposes | Essential |