

**Person Specification  
Community Development Worker  
SHINE**



**Part A**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

**Essential**

- Degree or equivalent experience in Community Development, Social Work, Nursing or Sexual Health
- Knowledge of issues relating to working with women on sexual health promotion and safer sex practices
- Understanding of HIV/Aids, transmission routes and stigma
- Understanding of sexual health needs of lesbian and bisexual women
- Extensive understanding of confidentiality and managing information in partnership working with other agencies
- Experience of working with women affected by one or more of the following: poverty, unemployment, abuse, violence, homelessness, substance misuse, sexual exploitation and sex work, homophobia, discrimination
- Experience of working with vulnerable women from marginalised communities
- Able to deliver training on and to facilitate discussion on HIV prevention and sexual health promotion
- Able to deal with sensitive issues appropriately and in a non-judgemental way
- Able to communicate safer sex and promote sexual health
- Effective listening and communication skills
- Good time management skills and ability to work effectively on own initiative as well as part of a team
- Committed to anti-discriminatory practice and equal opportunities

**Desirable**

- Knowledge of the roles and approaches of the different HIV prevention/sexual health agencies
- Able to engage confidently with a wide range of partner organisations to promote and develop local prevention work and service delivery around sexual health promotion
- Understanding of current national and local issues affecting women's ability to make good and healthy decisions about their sexual health

**Part B**

The following criteria will be further explored at the interview stage:

- Knowledge of issues relating to working with women on sexual health promotion and safer sex practices
- Extensive understanding of confidentiality and managing information in partnership working with other agencies

- Experience of working with women affected by one or more of the following: poverty, unemployment, abuse, violence, homelessness, substance misuse, sexual exploitation and sex work, homophobia, discrimination
- Experience of working with vulnerable women from marginalised communities
- Effective listening and communication skills
- Ability to communicate safer sex and promote sexual health
- Ability to deal with sensitive issues appropriately and in a non-judgemental way
- Good time management skills and ability to work effectively on own initiative as well as in a team
- Committed to anti-discriminatory practice and equal opportunities

### **Additional Requirements**

- Flexible approach to work, location, duties and hours – including occasional work outside of normal office hours and in a variety of venues
- Enhanced DBS Disclosure Certificate – Regulated Activity for Children
- Willingness to undertake relevant training including training for provision of the 1 Hour HIV Test Service