

**Rainbow Home (North East England)
LGBT Asylum Community Worker
PERSON SPECIFICATION**

1. SKILLS, KNOWLEDGE, APTITUDE

ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Commitment to working with people who are seeking asylum in the UK or who have been granted leave to remain but are not yet settled	Knowledge of networks and support for asylum seekers in the North East Basic knowledge of UK asylum system	Application Form Interview
Understanding of the barriers faced by people who are seeking asylum and who identify as LGB&T.		Application form Interview
Knowledge of the issues facing people who describe themselves as Lesbian, Gay, Bisexual.		Application form Interview
Knowledge of the issues facing people who describe themselves as Transgender or non-binary.		Application form Interview
Commitment to working with people who identify as LGB or who are questioning their sexual orientation, or who are Transgender or questioning their gender identity	Knowledge of LGBT community groups and networks including the commercial Gay Scene in the north east	Application form Interview
Awareness & demonstrable understanding of how to address racism, sexism, homophobia, biphobia, transphobia & heterosexism	An understanding of how group work principles and practice may be applied to meet the needs of asylum seekers who identify as LGBT	Application form Interview
Cultural awareness & sensitivity		Application form Interview
Excellent Interpersonal Skills	Ability to relate to a wide range of people, including people in vulnerable situations	Application form Interview

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ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Ability to form effective professional relationships while maintaining professional boundaries		Application form Interview
Ability to deal sensitively with confidential personal issues		Application form Interview
Ability to prioritise own work, meet deadlines and manage workload		Application form Interview
Be able to identify own support needs and seek out appropriate support		Interview
Excellent verbal and written communication skills		Application form Interview
Able to work flexible hours including evenings and weekends		Application form Interview
Must be able to fulfil the travel requirements of the post	Own Transport	Application form Interview
Self motivated with ability to use own initiative & work well as part of a team		Application form Interview
Demonstrate an understanding and acceptance of the principles underlying equal opportunities and anti-discriminatory practice.	Good knowledge of equality and diversity issues	Application form Interview

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2. QUALIFICATIONS

ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
	Qualifications in any of the following: group work, community work, youth work, social work, health care, counselling	Application form

3. EXPERIENCE

ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Experience of working with people in group settings and on a one to one basis	Experience of working with statutory and voluntary agencies and professionals involved in asylum case work	Application form Interview
Experience of information gathering and provision of information, advice and guidance	Experience of promoting services , groups or events	Application form Interview
IT literate, willing and able to use information and communications technology and all types of office equipment and telephone.	Experience of managing and using websites and social media	Application form Interview

4. OTHER REQUIREMENTS

ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
No adverse criminal record		Enhanced DBS disclosure certificate
Commitment to personal professional development		Application form Interview

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