Disgrifiad Swydd

Teitl y Swydd	Gweithiwr Cymdeithasol
Gwasanaeth	Porth Gofal
Graddfa	Gradd 10
Pwynt/iau Cyflog	28 - 30
Cyflog	£39,152 - £40,777 y flwyddyn
Pwrpas y Swydd	Ymgymryd â dyletswyddau statudol o dan Ran 4 a Rhan 6 o'r Ddeddf Gwasanaethau Cymdeithasol a Llesiant a deddfwriaeth bwysig arall ym maes gofal cymdeithasol o ran asesu, cynorthwyo a diogelu plant ac oedolion y mae angen gofal a chymorth arnynt neu sydd mewn perygl o niwed drwy gynorthwyo unigolion a'u teuluoedd neu'u rhwydweithiau i ddatrys anawsterau mawr, gan wella eu sgiliau ymdopi a gosod sail iddynt fod yn annibynnol ac yn gydnerth. Gweithio yn unol â'r ddeddfwriaeth a'r canllawiau statudol cyfredol, yn ogystal â pholisïau, gweithdrefnau ac arferion y Cyngor, i asesu, i gomisiynu ac i adolygu gwasanaethau cymorth ac ymyriadau wedi'u cynllunio ar gyfer y rheini sydd mewn perygl neu sy'n agored i niwed. Cydweithio â chymheiriaid yn y sector statudol a'r sector annibynnol i sicrhau ansawdd y gwasanaeth, i sicrhau bod dull amlasiantaethol yn cael ei ddefnyddio, ac i rymuso defnyddwyr gwasanaethau i siarad drostynt eu hunain, gan sicrhau ar yr un pryd eu bod yn ddiogel ac yn cael eu hamddiffyn.
Lleoliad Gwaith Cytundebol	Canolfan Rheidol, Aberystwyth
Oriau Gwaith	37 awr yr wythnos
Math o Gytundeb	Llawn-amser
Hyd y Cytundeb	Parhaol
Teitl swydd y Rheolwr Llinell	Rheolwr Tîm – Brysbennu Integredig / Asesu Integredig
Cyfrifoldebau Goruchwylio / Rheoli	
Atebolrwydd	
Telerau Cytundebol sy'n Gysylltiedig â'r Swydd	Mae'r swydd yn amodol ar wiriad Manylach DBS ar gyfer Oedolion a Phlant, gan gynnwys gwiriadau yn erbyn y ddwy Rhestr Waharddedig.
Trosolwg ar y Model Gwasanaethau Integredig Gydol Oes a Llesiant	Mae'r Model Gwasanaethau Integredig Gydol Oes a Llesiant yn ffordd newydd o ddiwallu anghenion pobl drwy sicrhau bod y bobl iawn yn eu lle i wneud y penderfyniadau iawn ar yr adeg iawn.

	Bydd y Model Gwasanaethau Integredig Gydol Oes a Llesiant: • yn fan cyswllt cyntaf ar gyfer preswylwyr a phartneriaid allweddol. • yn llunio ac yn darparu pecynnau atal ac ymyrraeth gynnar pwrpasol i ddiwallu anghenion unigolion. • yn pennu'r gwasanaethau mwyaf priodol i ddarparu cymorth yn brydlon. • yn monitro ac yn gwerthuso effaith y cymorth.

Dyletswyddau a chyfrifoldebau

DYLETSWYDDAU
Cyflawni gweithrediadau

- Cynorthwyo unigolion a theuluoedd i ymdopi â materion sy'n peri anawsterau iddynt o ran byw o ddydd i ddydd.

- Gwneud ymholiadau, neu gyfrannu atynt, ac ymyrryd lle bo angen i amddiffyn y rheini sy'n agored i niwed neu sydd mewn perygl o niwed sylweddol. Gall hyn gynnwys cynnal ymchwiliadau Adran 47, ymchwiliadau ar y cyd/cyfweliadau Sicrhau'r Dystiolaeth Orau, ac ymchwiliadau Adran 126.

- Sicrhau bod plant ac oedolion yn ddiogel drwy ddefnyddio prosesau llys lle bo angen.

- Darparu datganiadau ac adroddiadau i lys pan fo angen.

- Cydweithio ag unigolion, a gweithwyr proffesiynol ac asiantaethau eraill, o fewn y model Arwyddion Diogelwch.

- Hybu hunan-dyb a hawliau unigolion er mwyn iddynt allu gwneud penderfyniadau clir amdanynt eu hunain a'u heffaith bosibl ar eraill, fel teulu, ffrindiau, ac ati.

- Darparu gwybodaeth a chyngor er mwyn i unigolion neu deuluoedd allu gwneud dewisiadau sy'n berthnasol i'w hamgylchiadau cymdeithasol, a bod yn eiriolwr ar ran defnyddwyr y gwasanaeth a gofalwyr pan fo hyn yn berthnasol i amcanion y gwasanaeth, cynlluniau gofal, ac ati.

- Gweithio yn unol â gofynion statudol a chyfreithiol o ran cynllunio gofal, ac yn unol â'r fframweithiau a nodir ym mholisïau a gweithdrefnau'r asiantaeth, yn ogystal â'r Ddeddf Gwasanaethau Cymdeithasol a Llesiant a Gweithdrefnau Diogelu Cymru.

- Cynnal cyfarfodydd Budd Pennaf, a gwneud penderfyniadau fel y'u diffinnir gan y Ddeddf Galluedd Meddyliol. Sicrhau hefyd fod y cyfrifoldeb statudol dros y Trefniadau Amddiffyn Rhyddid yn cael ei fodloni yn y broses asesu.

- Asesu ac adolygu amgylchiadau unigolion, a mynd ati ar y cyd i baratoi cynlluniau gofal a chymorth a chynlluniau amddiffyn priodol o dan Ran 4 a Rhan 6 o'r Ddeddf.

- Cyfrannu at ddatblygu, cynllunio a rheoli adnoddau, at arferion gorau, ac at ddatblygu polisïau a mentrau newydd o fewn y gwasanaeth.
- Sicrhau ei fod/bod yn meddu ar wybodaeth gynhwysfawr o hyd am reoliadau, statudau ac arferion sy'n gosod sail ar gyfer rôl gweithwyr cymdeithasol a chyfrifoldebau'r asiantaeth, ac yn diffinio'r pethau hynny.
- Cychwyn, meithrin a chynnal perthynas waith agos ag asiantaethau eraill, a gweithio mewn tîm amlddisgyblaethol pan fo angen.
- Cyfrannu at oruchwylio a hyfforddi myfyrwyr ar gyrsiau proffesiynol.
- Ymgymryd â hyfforddiant sy'n seiliedig ar feysydd diddordeb ac arbenigedd pan fo amser a diddordeb yn caniatáu, a darparu hyfforddiant o'r fath.
- Mabwysiadu agwedd hyblyg tuag at ddyletswyddau'r swydd yng ngoleuni anghenion newidiol y gwasanaeth ac amgylchiadau'r gymuned.
- Mynd i gyfarfodydd goruchwylio rheolaidd â'r rheolwr llinell.

Sicrhau ansawdd

- Sicrhau bod y cymorth a ddarparwyd yn diwallu'r anghenion a aseswyd.
- Gwerthuso bodlonrwydd defnyddwyr y gwasanaeth â'r gofal a'r cymorth a ddarparwyd iddynt.
- Asesu risg mewn ffordd gadarnhaol a, lle bo angen, paratoi cynlluniau rheoli risgiau a diogelu pan fydd yn rhoi cynlluniau ar waith i gynorthwyo teuluoedd neu unigolion neu'n rheoli cynnydd parhaus.
- Cadw cofnodion priodol yn unol â gofynion y Cyngor neu'r Gwasanaeth, gan gynnwys cadw cofnod clir o asesiadau a chynlluniau gofal, a darparu gwybodaeth ystadegol.

Cyfrifoldebau cyffredinol

- Cynorthwyo unigolion a theuluoedd i ymdopi â materion sy'n peri anawsterau iddynt o ran byw o ddydd i ddydd.
- Gwneud ymholiadau, neu gyfrannu atynt, ac ymyrryd lle bo angen i amddiffyn y rheini sy'n agored i niwed neu sydd mewn perygl o niwed sylweddol. Gall hyn gynnwys cynnal ymchwiliadau Adran 47, ymchwiliadau ar y cyd/cyfweliadau Sicrhau'r Dystiolaeth Orau, ac ymchwiliadau Adran 126.
- Sicrhau bod plant ac oedolion yn ddiogel drwy ddefnyddio prosesau llys lle bo angen.
- Darparu datganiadau ac adroddiadau i lys pan fo angen.
- Cydweithio ag unigolion, a gweithwyr proffesiynol ac asiantaethau eraill, o fewn y model Arwyddion Diogelwch.

- Hybu hunan-dyb a hawliau unigolion er mwyn iddynt allu gwneud penderfyniadau clir amdanynt eu hunain a'u heffaith bosibl ar eraill, fel teulu, ffrindiau, ac ati.

- Darparu gwybodaeth a chyngor er mwyn i unigolion neu deuluoedd allu gwneud dewisiadau sy'n berthnasol i'w hamgylchiadau cymdeithasol, a bod yn eiriolwr ar ran defnyddwyr y gwasanaeth a gofalwyr pan fo hyn yn berthnasol i amcanion y gwasanaeth, cynlluniau gofal, ac ati.

- Gweithio yn unol â gofynion statudol a chyfreithiol o ran cynllunio gofal, ac yn unol â'r fframweithiau a nodir ym mholisïau a gweithdrefnau'r asiantaeth, yn ogystal â'r Ddeddf Gwasanaethau Cymdeithasol a Llesiant a Gweithdrefnau Diogelu Cymru.

- Cynnal cyfarfodydd Budd Pennaf, a gwneud penderfyniadau fel y'u diffinnir gan y Ddeddf Galluedd Meddyliol. Sicrhau hefyd fod y cyfrifoldeb statudol dros y Trefniadau Amddiffyn Rhyddid yn cael ei fodloni yn y broses asesu.
- Asesu ac adolygu amgylchiadau unigolion, a mynd ati ar y cyd i baratoi cynlluniau gofal a chymorth a chynlluniau amddiffyn priodol o dan Ran 4 a Rhan 6 o'r Ddeddf.

- Cyfrannu at ddatblygu, cynllunio a rheoli adnoddau, at arferion gorau, ac at ddatblygu polisïau a mentrau newydd o fewn y gwasanaeth.

- Sicrhau ei fod/bod yn meddu ar wybodaeth gynhwysfawr o hyd am reoliadau, statudau ac arferion sy'n gosod sail ar gyfer rôl gweithwyr cymdeithasol a chyfrifoldebau'r asiantaeth, ac yn diffinio'r pethau hynny.

- Cychwyn, meithrin a chynnal perthynas waith agos ag asiantaethau eraill, a gweithio mewn tîm amlddisgyblaethol pan fo angen.

- Cyfrannu at oruchwylio a hyfforddi myfyrwyr ar gyrsiau proffesiynol.

- Ymgymryd â hyfforddiant sy'n seiliedig ar feysydd diddordeb ac arbenigedd pan fo amser a diddordeb yn caniatáu, a darparu hyfforddiant o'r fath.

- Mabwysiadu agwedd hyblyg tuag at ddyletswyddau'r swydd yng ngoleuni anghenion newidiol y gwasanaeth ac amgylchiadau'r gymuned.

- Mynd i gyfarfodydd goruchwylio rheolaidd â'r rheolwr llinell.

Cyfeirnod at Ddibenion Gwerthuso Swyddi	JD 1443 (2 Flynedd +)

Manyleb y Person

Gofynion Hanfodol	
Cymwysterau Academaidd / Proffesiynol / Technegol / Galwedigaethol	• Gradd mewn Gwaith Cymdeithasol neu gymhwyster arall cyfatebol
Sgiliau Ieithyddol Cymraeg:	**Bydd angen y sgiliau ieithyddol canlynol o fewn 2 flynedd i'r penodiad.** **Gwrando a Siarad** **Lefel 3:** Medru deall a chymryd rhan yn y rhan fwyaf o sgyrsiau arferol o ddydd i ddydd yn y swyddfa. Medru cynnig cyngor i'r cyhoedd ar faterion cyffredinol mewn perthynas a'r swydd, er yn gorfod troi i Saesneg ar gyfer termau technegol neu arbenigol. Medru cyfrannu i gyfarfod neu gyflwyniad ar faterion cyffredinol mewn perthynas a'r swydd, er yn gorfod troi i Saesneg ar gyfer termau technegol neu arbenigol. **Sgiliau Darllen** **Lefel 2:** Gallu deall y rhan fwyaf o adroddiadau byr a chyfarwyddiadau arferol o fewn arbenigedd y gwaith, a bod digon o amser wedi ei ganiatIgu. **Sgiliau Ysgrifennu** **Lefel 2:** Medru llunio neges fer syml ar bapur neu e-bost i gydweithiwr o fewn y Cyngor neu gyswllt cyfarwydd y tu allan i'r Cyngor.
Sgiliau Ieithyddol Saesneg:	**Rhaid i chi feddu ar y sgiliau ieithyddol canlynol pan fyddwch chi'n dechrau'r swydd.** **Gwrando a Siarad** **Lefel 5:** Medru cyfrannu'n rhugl a hyderus yng nghyswllt pob agwedd ar y gwaith beunyddiol, gan gynnwys trafod a chynghori ar faterion technegol, arbenigol neu sensitif. **Sgiliau Darllen** **Lefel 5:** Gallu deall adroddiadau, dogfennau ac erthyglau y mae'n debygol o ddod ar eu traws yn ystod y gwaith, gan gynnwys cysyniadau cymhleth wedi'u mynegi yn nhermau astrus. **Sgiliau Ysgrifennu** **Lefel 5:** Medru llunio gohebiaeth fusnes, adroddiadau byr, negeseuon e-bost a llenyddiaeth hysbysrwydd i safon

	dderbyniol gyda chymorth cymhorthion iaith. Medru llunio nodiadau manwl tra'n cymryd rhan lawn mewn cyfarfod.
Sgiliau Ymarferol / Personol	**Gwybodaeth ymarferol** • Cofrestriad gyda Gofal Cymdeithasol Cymru. • Gallu cyfathrebu'n dda ag oedolion, plant, pobl ifanc a'u teuluoedd. • Gallu asesu a dadansoddi gofynion pobl ag anghenion cymhleth; llunio cynlluniau gofal costeffeithiol y gall fod angen darpariaeth amlasiantaethol i'w rhoi ar waith. • Gwybodaeth am ddeddfwriaeth a rheoliadau allweddol, a dealltwriaeth ohonynt, e.e. Diogelu, y Ddeddf Galluedd Meddyliol, y Ddeddf Gwasanaethau Cymdeithasol a Llesiant, y Mesur Iechyd Meddwl, Amddifadu o Ryddid / Trefniadau Amddiffyn Rhyddid, a Deddfau Plant, ynghyd â'r codau ymarfer sy'n sail i wasanaethau gofal cymdeithasol. • Deall y gweithdrefnau sy'n berthnasol i weithio gydag oedolion a phlant. • Gweithio mewn amgylchedd amlddisgyblaethol mewn ffordd agored ond pendant. • Cadw cofnodion cywir **Rhinweddau personol** • Rhywun sy'n gweithio'n hyblyg yn wyneb galwadau sy'n newid. • Rhywun sy'n mynd ati i ddatblygu ei sgiliau proffesiynol. • Rhywun sy'n ymrwymo i ddilyn ac i hyrwyddo ffyrdd corfforaethol y Cyngor o weithio ar draws y model Gydol Oes a Llesiant. • Sgiliau cyfathrebu da ar lafar ac yn ysgrifenedig. • Rhywun sy'n gallu gweithio o dan bwysau ac yn unol â therfynau amser tynn.

	• Sgiliau TG ar draws systemau ac offer amrywiol, e.e. cronfa ddata cleientiaid gofal cymdeithasol, e-bost, rhaglenni dysgu ar y Rhyngrwyd, a rhaglenni Microsoft. • Bydd angen i ddeliad y swydd allu teithio i wahanol leoliadau ledled y sir arf yr rybydd, gan ddefnyddiio cludiant personol, i ymateb yn brydlon i anghenion y gwasanaeth.
Profiad Hanfodol	Rhaid bod gan ymgeiswyr: • Brofiad o feithrin perthynas waith dda â defnyddwyr gwasanaethau. • Profiad o weithio amlasiantaethol. • Gwybodaeth drylwyr am y ddeddfwriaeth sy’n berthnasol i weithio gydag unigolion a’u teuluoedd, a dealltwriaeth drylwyr o’r ddeddfwriaeth honno.
Hyfforddiant/addysg y mae’n ofynnol eu cyflawni/mynd ati i’w cyflawni ar gyfer y swydd	• Addysg a Dysgu Proffesiynol Parhaus: Y Tair Blynedd Gyntaf o Ymarfer. • Ymchwilio ar y Cyd/Sicrhau’r Dystiolaeth Orau.

Gofynion Dymunol	
Cymwysterau / Hyfforddiant	
Sgiliau Ymarferol / Personol	• Gallu gweithio fel aelod o dîm

Job Description

Post Name	Social Worker
Service	Porth Gofal
Grade	Grade 10
Spinal Point/s	28 - 30
Salary	£39,152 - £40,777 per annum
Job Purpose	To undertake statutory duties under Part 4 and 6 of the SSWBA and other key social care legislations in assessing, supporting and safeguarding children and adults who are in need of care and support or who are at risk of harm by assisting individuals and their families or networks to resolve major difficulties, enhancing their coping skills & establishing their independence and resilience. To work within current legislation and statutory guidelines, as well as Council policies, procedures and practice, in order to assess, commission and review support services and planned interventions for those who are at risk or vulnerable. To work to ensure quality of service with colleagues in the statutory & independent sector to ensure multi-agency approach in empowering service-users to speak for themselves whilst ensuring they are safe & protected.
Contractual Work Location/Base	Canolfan Rheidol, Aberystwyth
Hours of Work	37 hours per week
Type of Contract	Full-time
Contract Duration	Permanent
Line Managers Job Title	Team Manager – Integrated Triage / Integrated Assessment
Supervisory/Managerial Responsibilities	
Accountability	
Contractual Terms Associated with the Post	This post is subject to an Enhanced Adult and Child DBS check, including checks against both Barred Lists.
Overview of the Through Age and Wellbeing Integrated Services Model	The Ceredigion Through Age and Wellbeing Integrated Services Model is a new way of meeting people's needs by ensuring that the right people are in place to make the right decisions at the right time. The Through Age and Wellbeing Integrated Services Model will: • be the first point of contact for residents and key partners.

	• design and deliver early prevention and intervention packages bespoke to individuals' needs. • decide upon the most appropriate targeted and specialist services to deliver care and support plans in a time-related manner. • monitor and evaluate the impact of support.

Duties and Responsibilities

DUTIES
Operational Delivery

- To assist individuals and families to deal with matters which cause them difficulties in daily living.
- To pursue or contribute to enquiries and where necessary to intervene to protect those who are vulnerable or in danger of significant harm. This may include undertaking S47 investigations, Joint Investigations /achieving Best Evidence Interviews and Section 126 Investigations.
- To ensure children and adult safety through Court processes where required.
- To provide statements and reports for Court when required.
- To work in partnership with people, and other professionals and agencies within the Signs of Safety model.
- Promote people's self-worth and rights, so that they can make clear decisions about themselves and their possible impact on others such as family, friends etc.
- Provide information and advice so that choices can be made by individuals or families relevant to their social circumstances and act as an advocate to service users and carers where this is relevant to service objectives, care plans etc.
- Work in accordance with statutory and legal requirements in relation to care planning, and within frameworks set out in the policies and procedures of the agency as well as SSWBA, Wales Safeguarding Procedures.
- Undertake Best Interest meetings and decision as defined by the Mental Capacity Act. To also ensure statutory responsibility for Liberty Protection Safeguards (LPS) are met within the assessment process.
- Assess and review people's circumstances and co-produce appropriate Part 4 and 6 care & support and protection plans.
- Contribute to the development, planning and control of resources and of good practice, as well as to the development of policy and new service initiatives.

- Maintain comprehensive knowledge of regulations, statutes and practice, which underpin and define the role of social workers and the responsibilities of the agency.

- Initiate, develop and sustain close working relationships with other agencies and work within a multi-disciplinary team setting when required.

- Contribute to supervision and training of students from professional courses.

- Undertake and provide training based on specialist interest and expertise where time and interest allows.

- To adopt a flexible attitude to the duties of the post, to reflect the changing needs of the service and the circumstances of the community.
- Attend regular supervision meetings with line manager.

Quality Assurance

- Ensure that the support in place is meeting assessed needs.

- To evaluate the service user's satisfaction with the care and support provided.

- To assess risk positively and where necessary develop risk management and safeguarding plans when implementing family or individual support plans or managing ongoing progress.

- Maintain appropriate records in accordance with Council or Service requirements, including a clear record of assessments, care plans and the provision of statistical information.

General Responsibilities

- Under the guidance and support of qualified staff, develop the level of knowledge, understanding and skills required to evidence competence in social work tasks and meet the required standards.

- Actively promote the Welsh language and service user language preferences as required by the Welsh language standards and More than Just Words framework.

- Develop effective partnership working with internal and external colleagues and other agencies.

- Maintain a flexible approach to the pattern of work which reflects the changing needs of the service and the circumstances of the community.

- Promote the concept of "dignity in care", protecting the family rights giving them voice and control and to be aware of the Safeguarding policies and procedures; taking appropriate action to protect service users.

• Be aware of the Council's Liberty Protection Safeguards (LPS) procedures and to advise managing authorities, e.g. care homes of how they can make an appropriate referrals in situations where deprivation of liberty might be a factor. • Adhere to relevant statutory legislation and guidance, internal policies and procedures in relation to professional and administrative matters. • The post holder will be expected to adopt a flexible attitude to the duties of the post. These may be varied from time to time following discussions with the post holder and in keeping with the Service's requirements of the post and commensurate with the grade of the post. • To attend team meetings, supervision sessions and training courses when appropriate and as directed by the Team Manager, for personal and professional development.	
Job Evaluation Post Ref	JD 1443 (2 years' plus qualified)

Person Specification

Essential Requirements	
Academic / Professional / Technical / Vocational Qualifications	• Degree in social work or other equivalent
Welsh Linguistic Skills:	**The following linguistic skills will be required within 2 years of appointment.** **Listening & Speaking** **Level 3:** Can understand and participate in most day-to-day non-technical conversations in the office. Can advise the public on general matters within own area of work, but must turn to preferred language for technical or specialist terms. Can contribute to meetings or presentations within own area of work, but must turn to preferred language for technical or specialist terms. **Reading Skills** **Level 2:** Can understand most short reports and familiar instructions within his/her own area of expertise, provided enough time is given. **Writing Skills** **Level 2:** Can write a short simple message on paper or by e-mail to a colleague within the Council or a known external contact.
English Linguistic Skills:	**You must posses the following linguistic skills when you start the position.** **Listening & Speaking** **Level 5**: Can contribute fluently and confidently in relation to all aspects of day-to-day work, including discussing and advising upon technical, specialist or sensitive matters. **Reading Skills** **Level 5:** Can understand reports, documents and articles he/she is likely to read during his/her work, including complicated concepts expressed in abstruse terms. **Writing Skills** **Level 5:** Can write business correspondence, short reports, e-mail messages and information literature to an acceptable standard with the assistance of language tools. Can write detailed notes in a meeting whilst contributing fully.

Practical and personal skills	**Practical Knowledge** • Registration with Social Care Wales. • Ability to communicate well with adults, children, young people and their families. • Ability to assess and analyse requirements of people with complex needs; developing cost effective care plans that may require multi agency service provision. • Knowledge and understanding of key legislation and Regulations, e.g. Safeguarding, Mental Capacity Act, SSWBA, Mental Health Measure, Deprivation of Liberty and Liberty Protection Safeguards and Children's Acts as well as the codes of practice underpinning social care services. • Understanding of relevant procedures in working with adults and children. • Working within a multi-disciplinary setting with an open but assertive manner. • Maintaining accurate records **Personal Attributes** • Works flexibly in response to changing demands. • Proactively develops professional skills. • A commitment to following and promoting the Council's corporate ways of working across the Through Age and Wellbeing model. • Good verbal and written communication skills. • Ability to work under pressure and to tight deadlines. • IT skills across a range of systems and tools, e.g. social care client database, e-mail, internet based learning programs and Microsoft applications. • Using their own travel arrangements, the postholder must be able to attend locations across the county at very short notice, in order to respond promptly to operational and service demands.
Required Experience	Candidates must have:

	• Experience of developing good working relationships with Service users. • Experience of multi-agency working. • A thorough knowledge and understanding of legislation relevant to work with individuals, their families and their carers.
Training/education required to be undertaken for the post/worked towards	• CPEL 1st years in practice. • Joint Investigation/Achieving Best Evidence.

Desirable Requirements	
Qualifications / Training	
Practical / Personal Skills	• Ability to work as part of a team