

PERSON SPECIFICATION

Details of Person Specification

Job Title:	Trainer – Moving and Assisting	Grade:	14-17
Division/Section:	Healthcare, Social Care & First Aid	Date:	February 2026
Prepared by:	Rosemary McCormack		
Designation:	UNITED Head of Curriculum		
Reviewed by:	Danielle Watson		
Designation:	HR Advisor		

This form describes the essential and desirable criteria a person needs to perform the job.

Candidates who meet essential criteria should be preferred to those who do not. Exceptions to this guideline need to be justifiable and should be recorded.

PERSON SPECIFICATION

1. KNOWLEDGE AND SKILLS

No.	Description	Method of Assessment
	Essential	
	Excellent communication skills	Interview
	Knowledge of principles of Moving and Assisting	Interview
	Scottish Manual Handling Passport Modules any of the following: A, B, C, D or E	Application Form
	Desirable	
	Practice experience of moving and handling people as well as loads.	Application form

2. EXPERIENCE AND EDUCATION

No.	Description	Method of Assessment
	Essential	

	Experience of Moving and Assisting in a care setting	Application Form/Interview
	Current Moving and Assisting qualification or willingness to work towards	Application Form/Interview
	Desirable Experience of providing Moving and Assisting training	Application Form

3. ACCURACY AND INITIATIVE

No.	Description	Method of Assessment
	Essential Accuracy required in all work related to training and record keeping Accuracy in IT	Interview Application form/Interview
	Desirable Able to use initiative in planning training sessions	Interview

4. PEOPLE

No.	Description	Method of Assessment
	Excellent interpersonal skills Commitment to Equal Opportunities	Interview Interview
	Desirable Confident to teach groups	Interview

5. OTHER REQUIREMENTS

No.	Description	Method of Assessment
	Essential Excellent organisation skills Flexibility with regard to hours	Interview Application Form/Interview
	Desirable	