Llywodraeth Cymru
Welsh Government

Cyngor sir ddinbych denbighshire County Council

Swyddog Cefnogi Tai Yn Gyntaf

Cyfeirnod Swydd: AHHM00003D1SEE
Lleoliad: Tŷ Russell, Y Rhyl
Cyflog: Graddfa 6 £33,673 - £34,811
Oriau: 37 awr yr wythnos
Tymor Penodol tan 31 Mawrth 2028
Swydd Fewnol / Allanol

Mae'n rhaid i ymgeiswyr sy'n dymuno cael eu hystyried ar gyfer secondiad yn y swydd hon gael caniatâd gan eu rheolwr cyn cyflwyno cais.

Ydych chi'n rhywun llawn gwydnwch personol pan fyddwch chi'n gweithio gyda phobl gymhleth? Allwch chi ddeall pam ei bod yn iawn i ddinasyddion wneud penderfyniad gwael?

Os ydych chi'n bodloni'r uchod, efallai y byddai swydd gyda Tai yn Gyntaf yn addas i chi.

Rydym yn chwilio am unigolyn brwdfrydig a dymunol i ymuno â'n tîm radical, Tai yn Gyntaf. I wthio dull Tai yn Gyntaf i fynd i'r afael â digartrefedd trwy gefnogi dinasyddion i gael tenantiaethau cynaliadwy ac integreiddio cymunedol.

Bydd yr ymgeisydd delfrydol yn unigolyn empathig a rhagweithiol sydd ag ymagwedd greadigol ac arloesol tuag at ymgysylltu a chefnogi ac sy'n meddu ar sgiliau rhyngbersonol ardderchog.

Penodiad yn amodol ar Wiriad Gwasanaeth Datgelu a Gwahardd a geirdaon boddhaol.

Os hoffech chi drafod unrhyw agwedd o'r swydd, yn cynnwys Egwyddorion Tai yn Gyntaf, ffoniwch Nichola Harris ar 01824 712936.

Housing First Support Officer

Job reference: AHHM00003D1SEE
Location: Russell House, Rhyl
Salary: Grade 6 £33,673 - £34,811
Hours: 37 hours per week
Fixed Term 31st March 2028
Internal / External vacancy

Candidates who wish to be considered for a secondment opportunity for this role must gain permission from their manager prior to applying.

Are you someone who has high personal resilience when working with people who are complex? Can you understand why making a bad decision is ok from citizens?

If yes to all of the above, then a job with Housing First could be for you.

We are looking for a motivated and engaging person to join our radical Housing First team. To help drive the Housing First approach to tackling homelessness through supporting citizens into sustainable tenancies and community integration.

The ideal candidate will be empathetic and proactive with a creative and innovative approach to engagement and support with excellent interpersonal skills.

Appointment subject to Disclosure & Barring Service Check and satisfactory references.

If you would like to discuss any aspect of the post including the Principles of Housing First, please call Nichola Harris on 01824 712936.

disability confident EMPLOYER
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Os oes gennych ddiddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan www.sirddinbych.gov.uk Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100.

Rhaid i ymgeiswyr gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad ydym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech gymryd yn ganiatáol nad ydych wedi cyrraedd y rhestr fer am gyfweliad.

Dyddiad Cau: 30/11/2026

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau Iaith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

If you are interested in this vacancy, please apply on-line via the website www.denbighshire.gov.uk. For alternative methods of applying please contact Citizen Services on 01824 706101.

Candidates must complete our application form to be considered. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

Closing Date: 30/11/2026

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

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Llywodraeth Cymru
Welsh Government

Cyngor sir ddinbych denbighshire County Council

SWYDD-DDISGRIFIAD CYNGOR SIR DDINBYCH

Teitl y Swydd:	**Swyddog Cefnogi Tai Yn Gyntaf**
Gradd:	**6**
Gwasanaeth:	**Gwasanaethau Cymorth Cymunedol**
Maes Gwasanaeth:	**Tîm Tai Yn Gyntaf**
Yn atebol i:	**Rheolwr Tîm Tai Yn Gyntaf**
Rhif y Swydd:	**03621**
Categori Iaith Gymraeg:	Mae sgiliau iaith Gymraeg yn ddymunol - lefel 1 Lefelau o ran sgiliau Cymraeg

Pwrpas y Swydd:

I fod yn gyfrifol am gydlynu a darparu gwasanaeth cefnogi wedi'i bersonoli, gwybodus am drawma i ddinasyddion yn unol ag egwyddorion Tai Yn Gyntaf. Darparu cymorth uniongyrchol gyda llwyth achosion ac ar y cyd â chydweithwyr. Efallai bydd y gefnogaeth i ddechrau yn eithaf dwys gyda'r bwriad o'i deilwra i ymgysylltu â'r unigolion gyda'u rhwydwaith cefnogi eu hunain.

Prif Atebolrwydd a Chyfrifoldebau

1. Ymrwymiad i natur egwyddorion Tai Yn Gyntaf.

2. Yn gyfrifol am gefnogi llwyth achosion dinasyddion gan ddefnyddio gwahanol dechnegau, gan gynnwys cymorth hyfforddi a phersonol, adeiladu ar berthynas cadarnhaol a datblygu prosesau effeithiol i adnabod a goresgyn rhwystrau fel llwybr i gynnal eu tenantiaeth.

3. Dangos ymrwymiad i ddarpariaeth model gwasanaeth anfeirniadol a phositif sydd yn cael ei arwain gan y dinesydd.

4. Dangos ymrwymiad i ffyrdd newydd o weithio gan weithio ochr yn ochr â gwasanaethau traddodiadol.

5. Dangos gwydnwch i weithio gyda dinesydd ar eu cyflymder eu hunain ac mewn ffordd y maent yn dewis gweithio.

6. Cynnal cofnodion cywir a diweddar o gynnydd yn erbyn cynlluniau cefnogaeth unigol, cynlluniau diogelwch a gwybodaeth am ganlyniadau.

7. Darparu dull galluogi, personol, cydweithiol a phartneriaeth cryf, gan weithio'n agos gyda sefydliadau eraill o fewn y gymuned i fwyhau cyfleoedd.

8. Cynorthwyo i adeiladu a chynnal ymgysylltiad ac ymgeiswyr posibl i'r gwasanaeth.

9. Gweithio gyda dinasyddion i helpu hwy i ynganu eu hamcanion a dyheadau gan gynnig cefnogaeth Bersonol, buddiol ac emosiynol.
Bydd y gwaith yn cael ei gyfarwyddo gan egwyddorion Tai Yn Gyntaf.

10. Gyda chytundeb y dinesydd, cysylltu ag asiantaethau eraill i hwyluso mynediad i gefnogi gan gynnwys Gofal Cymdeithasol I Oedolion, gwasanaethau Cyfiawnder Troseddol, gwasanaethau Iechyd, asiantaethau cyflogaeth a hyfforddiant.

11. Cefnogi dinasyddion i gael mynediad at adnoddau cymunedol gan gynnwys grwpiau cymunedol lleol.

12. Adolygu'n rheolaidd cynllun cefnogi sy'n ganolog i'r unigolion i ddiweddaru, cofnodi a monitro cynnydd ar gyfer pob unigolyn.

13. Cyfrannu at adroddiadau rheolaidd ar y gwasanaeth a phrosiect gwerthuso gwasanaeth fel sy'n ofynnol.

14. Bod yn gyfrifol am gwblhau asesiadau i'r grŵp lles ac iechyd meddwl tai yn gyntaf i gael y pecyn cywir i gefnogi dinasyddion.

15. Ymgysylltu ag unigolion mewn sgyrsiau effeithiol i gasglu gwybodaeth am eu hanghenion gan sicrhau bod yr holl gefnogaeth perthnasol ar gael i'r dinesydd a'i fod yn gallu cael mynediad ato.

16. Cymryd rhan yng ngwaith datblygu rhaglenni Llywodraeth Cymru o fewn darpariaethau polisïau CSDd a CSC, gan sicrhau cydymffurfiad llawn â rheoliadau ariannol, gan gynnwys cadw at a gweithredu polisi Cyfleoedd Cyfartal CSDd, rheoliadau Iechyd a Diogelwch a holl weithdrefnau Gweithio Ar Eich Pen Eich Hun, Rheoliad Diogelu Data Cyffredinol a Diogelu, ym mhob agwedd ar gyflenwi'r prosiect.

17. Cyflawni tasgau a chyfrifoldebau eraill o natur debyg fel y'u pennir o bryd i'w gilydd gan y rheolwr mewn perthynas â rhediad esmwyth y gwasanaeth, gan gynnwys cyflenwi

dros dro fel y bo angen ac fel y bo'n addas.

18. Cysylltu â Landlordiaid Cymdeithasol, Landlordiaid Preifat, tîm atal Digartrefedd, tîm rhent preifat Digartrefedd gyda chynghorau Conwy a Sir Ddinbych, a Throthwy Byw i gynorthwyo'r dinesydd sydd yn byw mewn llety o'u dewis, gan gynnwys cymorth ymarferol gyda dodrefni, cyngor ar fudd-daliadau, ymweliadau a chyfarfodydd gyda landlordiaid.

19. Datblygu a chynnal perthynas gyda chwsmeriaid i alluogi cymorth sy'n ganolog i'r unigolyn drwy gyswllt rheolaidd gan gynnwys ymweliadau i'w cartref a lleoliadau cymunedol priodol.

20. Darparu cefnogaeth i helpu cwsmeriaid reoli eu bywydau eu hunain a'u cartref i'r potensial llawn, gan gynnwys delio â budd-daliadau, cyllidebau a pherthynas â chymdogion.

21. Hyrwyddo ac annog ymglymiad cyfoedion o fewn y gwasanaeth.

22. Adolygu'n rheolaidd cynllun cefnogi sy'n ganolog i'r unigolion i ddiweddaru, cofnodi a monitro cynnydd ar gyfer pob unigolyn.

23. Adeiladu a chynnal rhwydwaith gyda staff o asiantaethau eraill i sicrhau bod y cynllun peilot Tai Yn Gyntaf yn hysbys yn eang ac yn cael ei hyrwyddo.

24. Darparu cyflenwad dros dro i gydweithwyr fel sy'n ofynnol a chymryd rhan mewn rota o ddyletswyddau, i sicrhau bod darpariaeth gwasanaeth ar gael tan y nosweithiau, yn ystod y dydd ac ar benwythnosau, ac ar wyliau banc.

Adnoddau/Offer/Deunydd

Gliniadur/Cyfrifiadur
Ffôn Symudol

Goruchwylio/Rheoli Pobl

Dim

Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad

Rhaid i ddeiliad y swydd fod yn deall sut y mae tlodi ac anfantais gymdeithasol yn effeithio ar fywydau pobl, a gallu sefydlu perthynas waith gadarnhaol gydag amrediad eang o gyfranogwyr sy'n debygol o gael eu hatgyfeirio i'r prosiect hwn. Bydd hyn yn cynnwys dinasyddion anodd eu cyrraedd, gyda sawl angen / anghenion cymhleth sydd angen cymorth a chefnogaeth ddwys i dderbyn hyfforddiant a chyflogaeth.

Profiad o ddarparu cefnogaeth a mentora mewn gwasanaeth cymorth dwys, gan sicrhau bod yr holl weithgareddau'n gweithredu yn unol â'r polisi Cyfleoedd Cyfartal.

Profiad o asesu'n seiliedig ar gryfderau a datblygu cynlluniau gweithredu a'u gweithredu ar gyfer dinasyddion.

Profiad o gydweithio ag asiantaethau statudol, gwirfoddol a phreifat a dealltwriaeth o weithio o fewn polisïau a rheoliadau cyfrinachedd a diogelu data.

Gallu gweithio'n dda fel rhan o dîm, gan ddarparu cymorth i amrywiaeth o wasanaethau gydag ymagwedd hyblyg, a gallu blaenoriaethu llwythi gwaith a gweithio ar eich menter eich hun.

Rhaid gallu ymateb i heriau gydag agwedd gadarnhaol a bod yn awyddus i ddysgu a datblygu sgiliau newydd, yn ogystal â meddu ar y gallu i ysgogi a datblygu eraill, gan weithio gyda nhw yn hytrach na drostyn nhw.

Amodau Gwaith Arbennig

Bydd gan ddeiliad y swydd leoliad gwaith dynodedig yn y Rhyl, ond byddai disgwyl i ddeiliad y swydd weithio mewn ffordd hyblyg ac ystwyth ar draws Sir Ddinbych a Chonwy a fydd yn cynnwys gweithio ar eich pen eich hun tra'n ymgysylltu ag unigolion anodd eu cyrraedd.

Bydd gofyn i'r deiliad swydd weithio gyda'r nos/ ar benwythnosau yn ôl trefn rota gan y bydd y tîm yn gweithredu gwasanaeth 7 diwrnod tan yn fuan gyda'r nos.

Gwiriadau Cyflogaeth/Gofynion Penodol

Mae'n ofynnol i bob aelod newydd o staff fynd drwy ein gwiriadau recriwtio mwy diogel; clirio DBS, 2 eirda boddhaol yn cwmpasu 3 blynedd o gyflogaeth, tystiolaeth o gymwysterau hanfodol, tystiolaeth o'r Hawl i Weithio yn y DU.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ac atal caethwasiaeth a masnachu mewn pobl, gan wneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnesau. Mae sawl math o gaethwasiaeth modern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelwch yn bwysig i bawb, ac mae gofyn i holl weithwyr Sir Ddinbych weithio yn unol â pholisïau a gweithdrefnau Diogelu Oedolion / Plant y Cyngor, mae dyletswydd arnynt i roi gwybod am unrhyw bryderon sy'n codi yn ystod eu dyletswyddau a bod yn ymwybodol o arwyddion camfanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Penodedig er mwyn i'r Cyngor allu gweithredu pan gaiff camfanteisio ei adnabod.

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Gweledigaeth/Cyd-destun
Mae Tai yn Gyntaf yn fodel o gefnogaeth ar gyfer pobl ddigartref sydd ag anghenion sylweddol a chymhleth, gan gynnwys ond heb gyfyngu i bobl sydd yn cysgu ar y stryd. Bydd aelodau o'r cohort hwn fel arfer gyda phrofiad o drawma, problemau gyda iechyd meddyliol/ corfforol, defnydd o gyffuriau/ alcohol, a/neu ymddygiad troseddol. Mae pobl yn setlo – mor fuan â phosib – mewn tai arferol (e.e. fflat neu dŷ preifat neu rhent cymdeithasol) ac yn cael y cymorth y maent eu hangen, ar eu cyflymdra eu hunain, ac am chyn hired ag yr hoffent, i gynnal eu tenantiaeth. Mae tystiolaeth yn ymddangos bod gan y dull hwn y potensial i gynorthwyo ag ymadael digartrefedd yn barhaus, gwella iechyd a lles a galluogi integreiddiad cymdeithasol. Fodd bynnag, er mwyn gwneud hyn, mae'n rhaid i'r gwasanaeth ymgorffori Egwyddorion Tai Yn Gyntaf yn wirioneddol, fel y nodir gan Lywodraeth Cymru. Mae'r swydd wedi'i gomisiynu ar y cyd drwy Gonwy a Sir Ddinbych a bydd yn gweithio ochr yn ochr â Thimau Atal Digartrefedd yn Sir Conwy a Sir Ddinbych.

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CYNGOR SIR DDINBYCH MANYLION AM YR UNIGOLYN

Mae'r Manylion yn nodi'r sgiliau, yr wybodaeth a'r profiad a ystyrir yn hanfodol er mwyn ymgymryd â dyletswyddau'r swydd yn effeithiol. Caiff ei defnyddio wrth lunio rhestr fer ac ar gyfer y broses o gyfweld am y swydd hon. Dylech ddangos ar eich ffurflen gais sut rydych yn bodloni'r meini prawf hyn. Byddwch ddim ond yn cael eich cynnwys ar y rhestr fer os ydych yn bodloni pob un o'r meini prawf hanfodol (â'r meini prawf dymunol lle bo'n berthnasol).

Teitl y Swydd:	**Swyddog Cefnogi Tai Yn Gyntaf**
Gwasanaeth:	**Gwasanaethau Cymorth Cymunedol**
Graddfa:	**6**

MEINI PRAWF	**HANFODOL**	**DYMUNOL**	**DULL ASESU** Ffurflen Gais / Cyfweliad / Cyflwyniad / Geirda ac ati
1. ADDYSG A CHYMWYSTERAU	Cymhwyster Lefel 2/ 3 TGAU gradd A-C neu brofiad cyfwerth. **neu** wedi byw am amser sylweddol a/neu brofiad o weithio gydag unigolion ag anghenion cymhleth		FfG FfG
2. PROFIAD PERTHNASOL	Profiad o ddarparu cymorth a mentora, neu wasanaeth cefnogaeth ddwys debyg gyda dinasyddion gydag anghenion cymhleth Profiad o asesu'n seiliedig ar gryfderau a datblygu cynlluniau gweithredu a'u gweithredu ar gyfer dinasyddion.	Profiad o weithio mewn gwasanaethau tai, gofal cymdeithasol, cyfiawnder troseddol neu faes perthnasol. Profiad o nodi risgiau a chwblhau asesiadau risg a chynlluniau rheoli risg, gan roi ystyriaeth i bolisïau a gweithdrefnau diogelu a	FfG/C

		gweithio ar eich pen eich hun.	
3. GWYBODAETH A SGILIAU CYSYLLTIEDIG Â'R SWYDD	Gwybodaeth am faterion budd-daliadau, gan gynnwys diwygio'r gyfundrefn les a'r goblygiadau i ddinasyddion. Deall materion cydraddoldeb ac amrywiaeth o ran pobl yn derbyn y gwasanaeth. Sgiliau TG cynhwysfawr a'r gallu i gynnal cofnodion electronig, gan roi sylw i fanylion.	Dealltwriaeth o Amddiffyn Plant a Diogelu Oedolion a gwybodaeth a gallu i weithio o fewn y fframwaith hwnnw. Gwybodaeth o ddeddfwriaeth tai/digartrefedd Deall egwyddorion ac athroniaeth Tai yn Gyntaf. Gwybodaeth am Amddiffyn Plant, tai â chymorth, digartrefedd, systemau cyfiawnder troseddol, iechyd a diogelwch mewn lleoliad tai â chymorth. Gwybodaeth am wasanaethau cysylltiedig a ddarperir gan y sectorau statudol,	FfG/C FfG/C FfG/C

		gwirfoddol a phreifat.	
4. RHINWEDDAU PERSONOL	Unigolyn llawn cymhelliant gyda'r gallu i weithio ar ei liwt ei hun/ fel rhan o dîm. Gallu adeiladu a chynnal perthynas effeithiol gyda chyfoedion a phartneriaid ar bob lefel ac ar draws sefydliadau. Dangos dull empathig gyda'r gallu a'r dyfalbarhad i ennill ymddiriedaeth a hyder gan gleientiaid. Sgiliau cyfathrebu rhagorol ar bob lefel, gan gynnwys y rhai hynny ag anghenion cymhleth Y gallu i ysgogi a datblygu eraill, gwneud gyda hwy yn hytrach nag drostynt Hyderus a gwydn mewn sefyllfaoedd heriol.		FfG/C FfG/C FfG/C FfG/C FfG/C FfG/C
5. GOFYNION ERAILL	Empathi at y Gymraeg a'r diwylliant Cymreig. Gallu teithio o amgylch Conwy a Sir Ddinbych a chario cyfarpar yn ôl y gofyn.	Rhugl yn y Gymraeg	FfG/C

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Cyngor sir ddinbych denbighshire County Council

DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

Job Title:	**Housing First Support Officer**
Grade:	**6**
Service:	**Community Support Services**
Service Area:	**Housing First Team**
Responsible to:	**Housing First Team Manager**
Job ID Number:	**03621**
Welsh Language Category:	Welsh language skills are desirable – level 1 Welsh Language Levels

Job Purpose

To be responsible for coordinating and providing a personalized, trauma informed support service to citizens in line with Housing First principles. Delivering direct support with a caseload and in conjunction with colleagues. Support may initially be intensive with a view to tailoring this off to engage the individuals with their own support network.

Principal Accountabilities and Responsibilities

1. A commitment to the ethos of the Housing First principles

2. Responsible for supporting a caseload of citizens using a variety of techniques, including individual coaching and personal support, building on positive relationships and developing effective processes to identify and overcome barriers as a pathway to sustaining their tenancy.

3. Demonstrating a commitment to a non-judgmental, positive model of service delivery which is citizen led.

4. Demonstrating a commitment to new ways of working whilst working alongside traditional services.

5. Demonstrating resilience in working with citizens at their pace and in the way they choose to work

6. Maintaining accurate, up to date records of progress against individual support plans, safety plans and outcomes information.

7. Provide an enabling, personal centered, collaborative and strong partnership approach, working closely with other organizations within the community to maximize opportunities.

8. Assist in building and maintain engagement of potential applicants for the service.

9. Work with citizens to help them articulate their goals and aspirations offering personal, beneficial and emotional support. The work will be informed by core Housing First principles.

10. With agreement from the citizen, liaise with other agencies to facilitate access to support including Adult Social Care, Criminal Justice services, Health services, employment and training agencies.

11. Support citizens to access community resources including local community groups.

12. Regularly review the person centred support plan to update, record and monitor progress of each person.

13. Contribute to regular reports on the service and the service evaluation project as required.

14. Responsible for completing assessments to the housing first mental health & wellbeing group to obtain the right package of support for citizens.

15. Engaging individuals in effective conversations gathering information about their needs ensuring that all relevant support is accessed and available to the citizen.

16. Participate in the Welsh Government programme development activity work within the provisions of DCC & CCC policies ensuring full compliance with financial regulations, including abiding by and implementing DCC Equal Opportunities policy, Health and Safety regulations, all Lone Working, GDPR and Safeguarding procedures in all aspects of project delivery.

17. Carry out other tasks and responsibilities of a similar nature as determined from time to time by the manager in relation to the smooth running of the service including providing temporary cover as necessary and appropriate.

18. Liaise with Social Landlords, Private Landlords, Homeless prevention team, Homeless private

rented team with Conwy and Denbighshire councils and Threshold Living to assist with the citizen living in accommodation of their choice, including practical help with furniture, benefits advice, accompanied visits and liaison with landlords.

19. Develop and maintain relationships with customers to enable person-centred support through regular contact including visits to their home and appropriate community settings.

20. Provide support to help customers manage their own lives and their home to their full potential including dealing with benefits, budgeting and neighbour relations.

21. Promote, and encourage peer involvement within the service.

22. Regularly review the person centred support plan to update, record and monitor progress of each citizen.

23. Build and maintain networks with staff from other agencies to ensure the Housing First pilot is widely known and promoted.

24. Provide temporary cover for colleagues as required and participate in a rota of duties, to ensure that service delivery is available until the early evenings, at daytime at weekends and on bank holidays.

Resources/Equipment/Material

Laptop Computer
Mobile phone

Supervision/Management of People

None

Knowledge, Skills, Training and Experience

The post holder must have an understanding of how poverty and social disadvantage impacts upon people's lives and have the ability to establish positive working relationships with a wide range of citizens who are likely to be referred to this project. This will include hard to reach citizens with multiple/complex needs who are in need of intensive help and support in pursuit of life changing outcomes.

Experience of providing support and mentoring an intensive support service ensuring all activities operate in accordance with Equal Opportunities.

Experience of strengths based assessment and development of action plans and their implementation for citizens.

Experience of joint working with statutory, voluntary and private agencies and an understanding of working within confidentiality and data protection policies and regulation.

Ability to work well as part of a team providing support to a range of services with a flexible approach and able to prioritise workload and work on own initiative.

Must be able to meet challenges with a positive attitude and be keen to learn and develop new skills and have the ability to motivate and develop others, doing with rather than for.

Special Working Conditions

The post holder will have a nominated work base in Denbighshire or Conwy, however the post holder would be expected to work in a flexible and agile way across both Denbighshire and Conwy which will include lone working whilst engaging with hard to reach individuals.

The post holder will be required to work some evenings / weekends on a rota basis as the team will operate a 7 day service until early evening.

Employment Checks/ Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years employment, evidence of essential qualifications, evidence of Right to Work in the UK.

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Vision/Context

Housing First is a model of support for homeless people with high and complex needs, including but not limited to rough sleepers. Members of this cohort will typically have experiences of trauma, issues with mental/ physical health, drug/ alcohol use, and/or offending behaviour. With the person retaining choice and control. they are settled – as quickly as possible – in ordinary housing (e.g. a private or social rented flat or house) and are provided with the support they need, at their own pace, and for as long as they need it, to sustain their tenancy. There is an emerging evidence base to show that this approach has the potential to deliver a sustainable exit from homelessness,

improve health and well-being and enable social integration. However, in order to do this, the service must truly embody the Housing First Principles, as set out by Welsh Government.

The post is jointly commissioned through Conwy & Denbighshire and will sit alongside the Homelessness Prevention Teams In Conwy and Denbighshire.

DENBIGHSHIRE COUNTY COUNCIL PERSON SPECIFICATION

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

Post Title:	**Housing First Support Officer**
Service	**Community Support Services**
Grade:	**6**

CRITERIA	**ESSENTIAL**	**DESIRABLE**	**METHOD OF ASSESSMENT** Application Form / Interview / Presentation / References etc
1. EDUCATION & QUALIFICATIONS	Qualified to Level 2 / 3 GCSE's grade A-C / equivalent **or** Lived experience or experience of working with individuals with complex needs		AF AF
2. RELEVANT EXPERIENCE	Experience of providing support and mentoring or similar intensive support service with citizens with multiple complex needs.	Experience of Working in housing, social care, criminal justice or a related field	AF/I

	Experience of strengths based assessment and development of action plans and their implementation for citizens.	Experience of identifying risks and completing risk assessments and risk management plans taking account of safeguarding and lone working policies and procedures.	
3. JOB RELATED KNOWLEDGE & SKILLS	Knowledge of benefit issues including the welfare reform and the implications for citizens. Understanding of equality and diversity issues with respect to people in receipt of services. Comprehensive IT skills and ability to maintain electronic records, with attention to detail.	An understanding of Child Protection and Adult Safeguarding and knowledge and ability to work within that framework Knowledge of Housing and Homelessness legislation Understanding of the Housing First principles and philosophy Knowledge of Child protection, supported housing, homelessness, Criminal justice systems, Health & safety in housing support setting. Knowledge of related services provided by the statutory, voluntary and private sector.	AF/I AF/I AF/I
4. PERSONAL QUALITIES	Highly motivated and capable of working as		AF/I

	part of a team/on own initiative Ability to build and maintain effective relationships with peers and partners at all levels and across organisations. Demonstrates an empathetic approach with the ability and perseverance to gain trust and confidence from clients Excellent communication skills at all levels, including those with complex needs Have the ability to motivate and develop others, doing with rather than for. Confident and resilient in challenging situations.		AF/I AF/I AF/I AF/I AF/I
5. OTHER REQUIREMENTS	Empathy with the Welsh Language and Culture. Able to travel throughout Conwy and Denbighshire and carry equipment when required.	Fluent in Welsh language	AF/I