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|  | Criteria**Essential/****Desirable** | **Application****Interview****Exercise** |
| ExperienceAt least 1 year’s recent practical experience of working with adults who are on the Autistic Spectrum (ASC)  | E | A, I |
| Demonstrable experience of undertaking casework with individuals including providing advice, guidance and advocacy | E | A,I |
| Direct experience of engaging with Statutory bodies E.g. Health, Education, Employment Services, Justice System, DWP | E | A, I |
| Experience of organising accessible admin and information systems to allow maximum benefit to the organisation | D | A,I |
| Experience of using a range of software applications including word-processing, internet and spreadsheet packages (Microsoft Office) | E | A, I |
| Experience of facilitating groups  | D  | A,I |
| Experience of working with challenging people, whilst remaining professional and composed. | E | A,I |
| **Skills/Abilities/Qualifications**A relevant qualification at NVQ level 3 or above/ or equivalent professional experience E.g. Teaching, Advice & Guidance, Healthcare  | E | A,I |
| Knowledge/experience of Asperger Syndrome and High Functioning Autism | E | A,I |
| Ability to self-reflect and adapt to situations, people’s needs, and communication styles | E |  |
| Demonstrable knowledge of issues and current developments in the field of ASC and disability rights | E | A, I |
| Ability to communicate effectively with a wide range of people, both verbally and written. Excellent listening skills | E | A, I |
| Ability to be self-motivated and to plan and manage your own work load  | E | A,I |
| Ability to use IT skills creatively and flexibly | E | A,I |
| AttitudeCommitment and passion to the role and the client group | E | A,I |
| An ability and desire to address diversity and challenge stereotypes  |  |  |
| A demonstrable understanding and commitment to the social model of disability | E | A,I |
| The capacity to work with empathy and tolerance and to remain calm and composed under pressure | E | A,I |
| A determined, professional and flexible ‘can do’ approach  | E | A,I |
| A desire to be part of and contribute to a small supportive team | E | A,I |