

<b>Job Title:</b>	Deputy Manager – Independent Living and Specialist Services
<b>Service:</b>	Independent Living and Specialist Services
<b>Salary:</b>	£27,051.44 per annum
<b>Hours:</b>	Full time, 37 per week ( <i>including days, evenings, occasional waking nights and some weekends</i> )
<b>Reporting into:</b>	Project Manager – Supported Living
<b>Direct reports:</b>	Support Workers/Senior Support Workers

### Role Responsibilities

<b>Delivery of quality services to people with learning disabilities and/or Autism</b>	In collaboration with service users, develop and implement working practices which ensure that they have the opportunity to maximise: <ul style="list-style-type: none"> <li>○ integration and participation in their local community</li> <li>○ development of a range of friendships and relationships</li> <li>○ informed personal choice <ul style="list-style-type: none"> <li>○ their range of skills and competencies</li> <li>○ confidence and self-esteem</li> </ul> </li> </ul>
	Offer person centred support to service users in line with their individual and cultural preferences, day to day and long-term needs; including but not limited to social and leisure activities, health needs, personal care and domestic duties
	Ensure that service users are involved in day-to-day and long-term decision making – ‘no decision about me, without me’
	Work collaboratively with relevant external agencies; including but not limited to social services, benefits agencies, and Housing Associations
	Ensure that the support provided is in line with service users’ care plans and service agreements held with the local authority
	Support service users in the organisation of their regular Person-Centred Planning meetings.
	Seek and assess new referrals as they arise
<b>Management Responsibilities</b>	To act as a point of contact in the Project Manager’s absence.
	To liaise and work with the Local Authority/Housing Association who own the property regarding any maintenance or other issues
	Lead by example with a positive and person-centred approach to supporting service users
	Work with the Project Manager on a range of tasks, including but not limited to: <ul style="list-style-type: none"> <li>○ rota planning</li> <li>○ payroll</li> <li>○ petty cash</li> <li>○ project budgeting</li> <li>○ inspections by any relevant authorities</li> <li>○ training</li> <li>○ health and safety</li> </ul>
	Ensure that staff within the team treat service users with dignity and respect and understand that their work environment is someone’s home.
	Provide line management and support to the staff team ensuring they are equipped to deliver quality services

	Take responsibility for maintenance of any records relating to the staff team, liaising with other departments where required
	Support the Project Manager in ensuring that clear systems of communication, recording, reporting and handovers are in place at the project.
	Be actively involved in shortlisting and staff selection panels.
	Ensure that Health & Safety and any other relevant standards are adhered to
	Participate in the on-call rota for the Independent Living and Specialist Support
	Services

## Person Specification

(E) Essential criteria

(D) Desirable criteria

Physical Requirements	Willing and able to offer physical support to service users.	E
	Flexible and able to attend to work commitments that take place in the evenings and at weekends (for which time off in lieu can be taken)	E
Knowledge & Understanding	Understanding of what makes a quality support service for people with learning disabilities and/or Autism, including Social Role Valorisation, Person-Centred Values and self-directed support values	E
	Understanding of and sensitivity to the discrimination experienced by members of vulnerable and/or minority groups	E
	Understanding of self-directed support and personal budgets	E
	Understanding of the principles of Positive Behaviour Support	D
	Knowledge and awareness of relevant legislation, current and forthcoming issues relating to services for people with learning disabilities	E
	Understanding of welfare benefits process	D
Experience	At least 1 year experience of working in a supervisory role involving staff management	E
	At least 2 year of experience working with people with learning disabilities and/or Autism; including people with high and complex needs and additional physical disabilities	E
	Experience of working with people from varied social and cultural backgrounds	D
Skills & Values	Strong interpersonal skills, able to communicate and collaborate effectively with a range of people	E
	Sufficient numeracy skills to confidently manage a budget	E
	Able to work on own initiative, proactively resolving issues	E

IT proficient, with the ability to confidently use a range of computer software (i.e. Office and others), or willing to develop IT skills for the purposes of the role)	E
Ability to adapt and respond positively to a dynamic work environment and to manage change effectively	E
Ability to organise own and others' workloads effectively	E
Strong self-reflective skills, able to take learning from situations	E
Able to maintain professional boundaries and handle confidential information appropriately	E
Committed to concepts of equal opportunity, diversity and inclusion	E
Committed to enabling choice, independence and wellbeing of people with learning disabilities and/or Autism	E

Zenith Care is committed to safeguarding and promoting the welfare of vulnerable individuals, and we are looking to recruit people who share these values.