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**JOB DESCRIPTION**

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| **Job Title** | **Location** |
| Team Leader – Nights | 1 Johnston Way, Lisburn, BT28 2XE |
| **Accountable to** | |
| The Registered Manager. | |
| **The Service** | |
| Johnston Way is an Intensive Support Service in North Lisburn which provides a person-centred approach to service users with learning disabilities, autism, and complex needs.  We work in partnership with Woven Housing Association and South Eastern Health and Social Care Trust to provide support to individuals living in their own home.  Johnston Way consists of two bungalows designed to accommodate eight individuals. Each consists of communal living areas, kitchen areas and en suite bedrooms. There is also an enclosed garden area.  The Service operates under the Positive Behaviour Support (PBS) Framework and provides care and support on a 24 hour basis | |
| **Purpose of the Job** | |
| As part of the Living Options services, the Team Leader will be a part of the management team and will support the Registered Manager/Deputy Manager to meet the Domiciliary Care Agencies Regulations (Northern Ireland) 2007 and the DHSS&PS Domiciliary Care Agency Minimum Standards.   * The Team leader will support the Registered Manager to develop and implement personalised care/support plans and individual risk assessments to meet individual needs. * They will support the Registered Manager to ensure the delivery of quality care and support. Team leaders will also support with the management budgets and resources. * The Team Leader will mentor and supervise the Support Team and will provide direct care and support for Service Users.   Team Leaders are required to flexibly and be available to work unsociable hours and public holidays on a rotational basis. | |
| **Salary/ Hourly Rate** | **Hours of Work** |
| £15.37 per hour | 36 hours per week (Nights)  3x 12 hour shifts on a rotational basis, to include weekends and public and bank holidays  *Flexibility is required to meet the needs of the service. (7 day cover including days, evenings and weekends* |
| **Closing Date** | **Length of Contract** |
| **Friday, 4th July 2025 at 10:00 am** | Permanent |

**We are currently offering a Welcome Bonus up to £250 (pro rata): The bonus will be £100 on successful completion of 6 months’ service and a further £150 on the first anniversary totalling £250.**

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| **Our Benefits** |
| * Annual Leave 6.4 weeks days pro rata in each leave year (inclusive of statutory days). This increases to 7.4 weeks after 5 years’ service and 7.8 weeks after 10 years’ service. * Annual incremental pay increases on an agreed salary scale * Auto enrolment Pension through Standard Life. Employer contribution 4%, employee 5% * Occupational Sick Pay Scheme that increases with length of service * Investor in People Platinum accredited organisation with commitment to development of the staff team through training and learning opportunities * Recognition & reward incentives aligned to high standards of performance * Tea & Coffee provided * Parking available onsite * Healthcare Cashback scheme and Access 24/7 Doctors Line * Discounts at over 600 online and high street stores and restaurants * Cycle to Work Scheme * The successful candidate will be supported and trained in CPI Intervention |

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| **Our Vision, Mission and Values** |
| **Our Vision** is an inclusive society for all.  **Our Mission** is to support individuals and families living with disability, autism and brain injury to live the lives they choose.  **Our Values** are **C**ollaboration, **E**quality, **D**ignity, **A**chievement, **R**esilience. |

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| **Key Duties and Responsibilities** |
| **Customer:**   * Provide support that follows individuals’ care plans and daily support plans. * Ensure that all service users are supported as individuals; they will be competent in their practice and ensure that their knowledge is current, and evidence based. * Provide support, direction and supervision to the team members and act as a role model at all times. Take the lead on ensuring all Support staff are competent and report any concerns to line manager. * Ensure that service user person centred plans are maintained in line with Cedar Record Keeping principles and guide Support staff on how to maintain a high standard of such. * Will act as an advocate for service users putting their best interests first and foremost whilst ensuring the health and safety of all who receive and deliver services. * Demonstrate a caring attitude always for both service users and colleagues.   **Internal Processes:**   * To take daily direction from line manager ensuring that the operational management of the service is continuous and reflects the needs of service users. * Lead the shift, ensuring staff give support that follows individuals’ care and personal support plans. * Ensure cohesive team working. * Motivate, support and mentor the staff when needed. * Effectively report on any deficits within rotas that could impact negatively on service user support Ensure work is recorded accurately and appropriately in compliance with Cedar requirements and that records made, and personal information used are in compliance with the Data Protection Act and the standards of information governance. * Ensure records of service delivery are accurately maintained. * Apply quality management systems according to policy and procedure. * Develop the staff team in contributing to the writing, implementing, and reviewing of support plans which reflect the interests and wishes of the individual service user. * Conduct all activities in a manner which is safe to themselves and others. * Report the need for repairs or maintenance in the accommodation to the appropriate agency / individual.   **Stakeholders:**   * To contribute to service provision and development. * Support people through their process of transition. * Support people with regards to decision making and lifestyle choices enabling them to take control of their own lives and increasing independence. * Ensure all personal care tasks are carried out in line with the needs, wishes and preferences of the individual informed by the care/support plan. * Support people to take an active role in the community by accessing local facilities and wider community resources to enable social inclusion. * Support the development of person centred planning, ensuring each individual’s plan has meaningful and achievable goals. * Provide direct support for service users in line with their person-centred plans whilst supporting team members to become competent in supporting this function. * Support people to develop and expand social networks and friendships. * Contribute to / attend reviews and inter partnership meetings. * Promote a healthy lifestyle for service users by liaising with local health care professionals. * Work in partnership with care managers and other professionals to maximize quality of life for individuals. * Develop positive relationships with family and carers. * Provide support where required to promote the needs and wishes of service users including delivery of appropriate housing related support. This will involve supporting or carrying out all normal household tasks and enabling the person to be fully involved in all aspects of their lives. * Support the individual to meet care needs to their personal standard, recognising when a service user could potentially be ‘at risk’ if these are not maintained. At all times ensure that the person’s rights to privacy, and dignity are respected. * Support and enable the individual to maintain their wellbeing which includes signposting to services appropriate to that individual. * The Team Leader will ensure unusual, complex or difficult situations are addressed and reported, referring to Manager/Deputy Manager as appropriate.   **Organisational Learning and Growth:**   * To support staff in the delivery of service. * Provide leadership and direct supervision to the team acting as a positive role model at all times. * Provide in-service coaching and mentoring for support staff. * Identify staff learning and development requirements based upon supervision and direct observation of individual staff members. * To maintain effective communication. * Develop and maintain effective communication systems within the service. * Ensure parties involved in planning and review of support are regularly updated on changes and progress relevant through regular, planned reviews and reports. * Establish and maintain effective communication with families and relevant others.   **Finance:**   * Support people to manage their resources and finances. * Support individuals with budget setting and signpost to other support services as required. * Ensure effective and efficient systems are maintained for individual service users. * Maintain accurate records.   **General Duties:**   * Always maintain confidentiality. * Work within Cedar Quality Management System guidance, policy and procedure. * Work in a way that meets the statutory requirements of employees under Health and Safety at Work. * Adhere to the NISCC Codes of Practice and Cedar staff handbook. * At all times work within current legislation. * Engage positively with Cedar’s supervision and appraisal processes. * Attend training on a regular basis to ensure that all mandatory and personal training and development needs are met in line with company requirements. * Work closely with other members of the team for the ultimate benefit of the people receiving services. * Work flexibility on a Rota system including evenings, weekends and overnights. * Promote the Organisation in a positive manner at all times. * Complete night security checks in conjunction with service users and during the span of their working hours. |

*This Job Description is a general outline of the post as it is currently perceived by The Cedar Foundation. It is not intended to be restrictive or definitive. Each member of staff will have an individual work plan agreed with them following appointment to the post, which is aligned to the organisation’s strategic plan. The responsibilities of the post may change in line with continuous improvements as Cedar aims to meet its vision and best respond to the needs of disabled people accessing our services. Reserve List will be held for this post, if applicable.*

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**PERSONAL SPECIFICATION**

***CRITERIA –*** *all applicants MUST be able to demonstrate either at short-listing or at interview all essential criteria listed below. Applicants should therefore make it clear on their application form whether or not they meet the required criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below.*

**Please Note – At present The Cedar Foundation does not offer sponsorship**

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| **Essential Criteria** | | |
| **Criteria** | | **Assessment** |
| 1. | Professional qualification for example:   * Professional Social Work qualification and be registered or eligible for registration on appointment on the NISCC’s register * A first level registered nurse on the appropriate part of the Nursing and Midwifery Council * A qualified Occupational Therapist registered with the HCPC   **OR**   * A relevant Degree i.e.  Psychology, Social Care AND be registered or eligible for registration on appointment on the NISCC’s register.   **OR**   * A level 3 Health and Social Care qualification or equivalent AND be registered or eligible for registration on appointment on the NISCC’s register. | Application / Pre-employment checks |
| 2. | Two years’ previous experience in a social care setting providing support/care. | Application / Interview |
| 3. | Working knowledge of the needs of people with learning disabilities . | Application / Interview |
| 4. | Experience of behaviours which challenge and associated risks | Application / Interview / Probationary |
| 5. | Effective communication and use of IT skills | Application/Interview |

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| **Desirable Criteria** | | |
| **Criteria** | | **Assessment** |
| 1. | Recognised qualification e.g. nursing / social work. | Application / Pre-employment checks |
| 2. | Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Management) Wales and Northern Ireland). | Application / Pre-employment checks |
| 3. | Experience of supervising staff and co-ordinating provision of support and personal care. | Application / Interview |
| 4. | Can demonstrate previous experience of working in a Supported Living context. | Application / Interview |

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| **Values Competency** | | |
| **Criteria** | | **Assessment** |
| 1. | **Collaborative** working and the ability to work in a team to deliver our vision and strategic aims | Interview / Probationary |
| 2. | Commitment to building a community that recognises **Equality** and **Diversity** | Interview / Probationary |
| 3. | Ability to support service users to **Achieve** their full potential | Interview / Probationary |
| 4. | Committed to ensuring the provision of high quality person centred services. | Interview / Probationary |
| 5. | Demonstrating **Resilience** to meet the objectives of the job | Interview/ Probationary |

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| **Conditions of Employment** | | |
| **Requirement** | | **Assessment** |
| 1. | The right to work in the UK. | Provide original right to work documentation |
| 2. | Provide 2 satisfactory references, one being from the most recent employer. | Give the name and contact details of relevant referees and inform them that they will be contacted. |
| 3. | NISCC registered or willing to register within 6 months of commencing employment. | If you have worked in the care sector previously you must provide evidence of NISCC registration relevant to role. If your registration has lapsed you must renew before or on your first day of induction.  Or  If you are new to the care sector you must register with NISCC within 6 months of your start date. |
| 4. | Enhanced Access NI check. | Apply for an Access NI check online when requested. |
| 5. | Work on a rota basis to include evenings & weekends and public holidays. |  |
| 6. | Able to fulfil the Occupational Health requirements for the post which includes being physically and mentally fit for the purposes of the work. | Complete and return the Medical Questionnaire and attend an Occupational Health Assessment, if required. |
| 7. | Ability to undertake and maintain CPI Safety Intervention Training. | Successfully complete and maintain CPI Safety Intervention Training. |

# **THE CEDAR FOUNDATION IS AN EQUAL OPPORTUNITIES EMPLOYER**