

**Job Description for the role of:** Practice Development Advisor

**Location:** Homebased with National travel

**Accountable to:** Quality and Practice Manager

**Description of Role:**

- To work with a broad range of people to promote best practice across all Sense services highlighting the need for Personalisation, Active Support and Positive Behaviour Support (PBS) approaches.
- To complete functional assessments for people with complex needs, including those with Multi-Sensory Impairment and following ideal recommendations, mentor, coach and support teams to deliver person centred practice which enables people we support to live the lives they choose.

**Core Responsibilities:**

- To role model best practice at all times and be able to mentor staff and deliver workshops/projects around key areas of best practice and work with operational teams to embed outcomes.
- To maintain an up-to-date professional knowledge and skill on best practice for those with Multi-Sensory Impairment and complex needs.
- To conduct functional assessments and make recommendations which will be of direct benefit to each person and support staff teams to embed recommendations in a practical way.
- To provide advice regarding optimising environments to ensure they are conducive to the needs of people Sense support.



- To deliver staff training in Personalisation and Positive Behaviour Support as well as bespoke training in all areas of best practice.
- To facilitate high quality, outcome focussed person centred reviews.
- To mentor new facilitators, ensuring high quality, outcome focussed reviews are developed and maintained.
- To contribute to PBS Plans when required.
- To provide support to identified services as part of a task force approach as and when required.
- To be involved in the transitions process both in and out of Sense services when necessary.
- To provide advice and guidance on best practice to the wider organisation as and when required to ensure best practice is consistent across all Sense services.

### **General Responsibilities**

- To be confident to raise practice issues or concerns and work collectively to problem solve with teams.
- To be able to champion and promote an awareness of the work of Sense through presentations and training events as required both internally and externally.
- To keep accurate and timely records.
- To respect and maintain a person's right to privacy and confidentiality except where any safeguarding concerns are identified which must be reported through the appropriate Sense procedure.
- To comply with Sense policy and procedure at all times whilst actively promoting the principles of equal opportunities and working in a manner that maintains a safe, healthy and supportive environment for staff and people whom Sense support.
- To support and enable the strategic goals and objectives.
- Any other duties in line with this pay grade



**Additional responsibility's-** in addition to the above you may be asked to support one or more of the below as part of the role.

- To be a Sexuality and Relationships advisor, to promote and support those who receive a Sense service to maintain relationships and upskill others in the area of relationships.
- To become a dysphagia awareness trainer.
- To provide specific support to Sense colleges around PBS (including initial assessments)
- To support accessible information for Sense providing high quality alternative formats such as Easy Read.
- To complete Care Act assessments when required.
- To become a Quality Champion.

### **Personal Development**

- To maintain an awareness of developments in best practice related to supporting those with complex needs to build and maintain positive relationships.
- Demonstrate a commitment to your own personal development and gaining knowledge and skills through informal and formal training, mentoring and best practice.
- To be willing to work towards achieving recognised qualifications suitable to the role.



## Person Specification

Education and Training	
Essential Criteria	Desirable Criteria
Hold, be currently working towards or willing to work towards <b>one</b> or more of the following (or a suitable equivalent or demonstrable experiential learning):	BSL Level 2
Diploma or certificate of qualification in social work	Recognised behaviour qualification
PMLD Qualification	OCN Mobility qualification
Teaching Qualification	Person Centred Facilitator
Diploma/degree in MSI or Deafblind studies	
Recognised behaviour qualification	



Achievements and Experience	
Essential Criteria	Desirable Criteria
Proven experience of supporting adults with complex disabilities in positive ways.	Proven ability to advocate for people who have Multi-Sensory Impairment or complex disabilities.
Able to demonstrate an understanding of Personalisation, Positive Behaviour Support and Active Support and the benefits of these approaches.	Can provide evidence of ability to undertake assessments in a specialist role with people who are congenitally deafblind or have a complex disability
Experience of delivering training, workshops or presentations to others.	Proven ability to provide professional presentations and training sessions for colleagues.
Able to describe ways in which their input has led to positive development in the way that people are supported by staff teams/others.	Proven ability to provide presentations and training sessions for a range of audiences external to Sense.
Able to describe and demonstrate what best practice means for people whom Sense support.	
Able to describe ways they have worked in collaboration with others.	
Able to demonstrate being a reflective and evidence based practitioner.	



Proven ability to communicate with people with complex disabilities including those who are deafblind.	
A commitment to equal opportunities and anti-discriminatory practice	
Understanding of safeguarding procedures	
Good report writing skills and an ability to use MS office and virtual platforms such as Teams and Zoom.	



Skills & Abilities	
Essential Criteria	Desirable Criteria
Able to demonstrate a passionate commitment to making a positive difference to the lives of people with deafblindness or complex disabilities.	Able to draw on examples of having made a positive difference for people with complex disabilities through support offered.
Can evidence a real understanding of and commitment to equality, diversity and inclusion for all.	Willingness to take a lead role in training and workshops.
Good negotiating skills. Ability to use tact and diplomacy.	Able to demonstrate best practice for each person based on individual approach.
An ability to work as a member of a team and to work across different directorates within Sense.	Able to observe staff practice and respond using coaching and mentoring sensitively.
An ability to work to deadlines and to organise and plan work effectively.	Open to learning.
The ability to communicate effectively in a range of ways with a wide range of people and produce information in different formats.	
Have access to transport enabling access to areas of the community on a	



regular and frequent basis and occasional unsociable hours.	
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