**JOB DESCRIPTION Specialist Practitioner**

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| **Job title** | Specialist Practitioner – SCOT Team | |
| **Service/Department** | Mental Health and Learning Disability Business Unit | |
| **Sector/Function** |  | |
| **Reports to (Job title)** | Practice Lead | |
| **Grade** | Grade 4 | |
| **Job purpose** | This role is to support staff to work in creative, person centred ways to enable the people we support to have maximum control in their lives. They will encourage ambition for the individuals we support and offer guidance, support and leadership, enabling those with more complex needs to live a full life regardless of challenge.  Through case load management both of new and existing people the post holder will;  Provide practical support and advice to staff teams who support people with Learning Disability/Autism and/ or behaviours of concern. In order to effectively support operational services, post holder may have a degree level/and or qualification in a health or social care field and/or significant relevant experience.  The post will work across the Turning Point services providing:   * Specialist Support and advice to support teams. * Training and development for teams who are supporting people with a Learning Disability/Autism and/ or complex needs/behaviours of concern. * Input to the assessment of people with a Learning Disability/ Autism and/or complex needs/behaviours of concern. * Input to the assessment of people being referred to us who meet this criteria. * Support to teams in reviewing and developing support plans where there is the need for additional specialist advice. * Support to teams in reviewing and developing risk assessments where additional specialist advice is required. | |
| Service Delivery  Service Quality & Improvement  Governance and Compliance  Business Planning  Organisational Values | To ensure that all support is delivered to the highest possible level of quality and best practice through supporting and developing the local teams who support people with a Learning Disability/Autism and/ or behaviours of concern.   * Modelling practice and behaviours on a daily basis that you would wish replicated in support we provide * Effective planning, communication, coaching, leadership and motivation. * Ensuring all services provide effective specialist support in accordance with Turning Point’s People Strategy and policies, capitalising on the range of development opportunities provided by Turning Point to enable staff to meet the expectations of agreed skills profiles. * Strong leading through person centred approaches and creative thinking. * Working closely with, and through the SCOT team to support operational teams.   To ensure the delivery of high quality, innovative, evidence based practice which  reflects our person centred values and the high levels of ambition we have for people we support by:   * Ensuring Turning Point’s staff are appropriately trained and supported in their role when working with people with a Learning disability, Autism and/or have additional support needs related to behaviours of concern. * Keeping abreast of best practice within the Learning Disability sector and working across colleagues in Turning Point to develop and implement innovative interventions to ensure a continuously improving experience for people. * Providing direction and support across the team in identified areas of specialism to deliver continuous improvement at all levels. * To promote empowerment of people with learning disabilities, to lead on this to ensure that staff at every level fully embrace and act on this commitment. * Ensuring that specialist support is available and responsive to changing needs for people with a learning disability. * Lead on or support with key practice development projects as required ensuring best practice is embedded.   To lead, inspire and motivate the team by:   * Showing motivational and strong leadership skills to empower managers and support staff; leading by example. * Spending time with individuals and support teams coaching and mentoring, ensuring that all staff understand and are engaged in the direction and objectives of working with people Turning Point supports.   Ensure that governance processes are implemented and used in accordance with stated policies, procedures and regulations so that all services achieve their compliance obligations by:   * Ensure systems are in place so staff have a practical understanding of the MCA/DoLS and Mental Health Act and its implications in day to day practice and appropriate governance/ escalation systems are in place re this legal framework * Ensure systems, plans and best practice in place regarding practice in line with local and national guidance. * Ensure a person centred approach is take in line with Government legislation and best practice guidance   To contribute to the achievement of Turning Point Services’ long term goals by   * Working with the Senior Operational colleagues to inform the development of relevant strategies and business plans * Providing specialist input as required informing practice and growth development. * Supporting the bid writers to get good case studies and ensure these are updated and shared as required.   To project the desired image of Turning Point by;   * Working with the Senior Operational colleagues’ peers, and other stakeholders to promote the understanding of Turning Point’s values and their application to Learning Disability Services. * Being a role model of Turning Point’s values and ensuring they are demonstrated by all staff in the region. * Provide coaching, training and development in partnership with the learning and development department training | |
| **Dimensions** | Direct Reports | None |
| Total service volume | Geographical business unit support north or South- extensive travel |
| Internal contacts | Team Colleagues  Operational Colleagues  Peers from other sectors  Business Development Team.  Central support specialists |
| External contacts | Commissioners  Regulatory bodies  Partners and agencies  Families and carers of those who use our services  Consultants/ training organisations |
| Planning horizon | Be aware of TP’s 5 year Business Strategy.  Work with senior management team to create Business Unit 3-year strategy and 1 year business plan. Operational delivery plans as appropriate |
| Problems Solved | Policy implementation and monitoring – guidelines will frequently be readily available but how they are implemented or monitored is not always defined.  Representing TP positively and influencing commissioners so that we are the provider of choice and can transform our services to meet changing national and local agenda. |
| Financial authority limits | None |
|  | On call |  |

