



JOB SPEC

Supported Living Team Developer

Contract Type: Full Time	Reports to: Head of Services	Salary: £27-29 000.00 per annum
Location: Penrith	Level: Intermediate	Hours: 2 080 per annum

About 4Eden

4EDEN is a local charity

, which provides specialised services throughout the Eden Valley from our office/opportunities centre based in Penrith. Our services and businesses provide bespoke coaching and support for children, young people and adults who have additional learning needs, learning disabilities and/or neurodiversity.

We believe in supporting people to access and be included within their local community and enable people to access the wider community, by offering opportunities to increase confidence, practical and social skills. Providing the opportunity to live and experience an ordinary life, as independently as possible.

Skilled and experienced staff, who enable people to meet their individual needs, are at the forefront of our services.



THESE INCLUDE:

- Children's services – Kids4Eden Kids club and 1:1 support
- Supported Independent Living – in people's own homes, providing 24/7 creative support solutions
- Independent living/ coaching/skill building/enhancement
- Community-based day opportunities – skill building, work placements, supported employment, volunteering, training and development.
- Personal individualised support in a person's home or

community

- Work placement and employment support in local businesses
- Real paid work opportunities in our developing trading arms
- Training with certification
- Progression opportunities
- Social and recreational support and opportunities
- Life, friendship, relationship and personal development
- Clubs, short breaks, activities and holiday supports



4EDEN is the local affiliated partner of Royal National Mencap, we are a charity and business in our own right; we share RMS values. We are not funded or governed by RMS.

You are employed to meet the needs of the people we support and 4Eden's business.

4EDEN services are available 24 hours a day, 7 days a week, without exceptions including sleep-over provisions.

About the role

The Team Developer - Works within the team and reports to the team lead. The team developer works alongside the team to implement and monitor processes to enable the team to develop and make changes to meet the needs of the people we support.

Responsibilities

- Enable people to maintain health and wellbeing by providing coaching in the areas of personal care, medication and appointments, healthy lifestyle choices, diet & exercise, food & nutrition
- Supporting the completion of domestic duties to maintain healthy homes and manage tenancies
- Empower people by enabling personal development and maintaining independent skills.
- Enable individuals and groups to plan, implement and enjoy recreational activities with their friends/family or on their own
- Provide coaching to enable people to be recognised as valued members of society through volunteer work, employment and involvement in local and wider community activities.
- Discuss, explore and try new activities to enable people to live their best life. Comply with all policies and procedures, terms and conditions detailed in the company handbook and your contract of employment.
- Ensure that a person's rights, dignity, choice and privacy are respected at all times.
- Observe and report any changes in physical and mental health to the Team Manager
- Contribute to team meetings and service user reviews and attend meetings that are essential to maintain the safe running of the service.
- To maintain good working relationships with colleagues and professionals.
- Take reasonable care of the health and safety of yourself, other persons and resources. This includes identifying and reporting any maintenance and security issues.
- Carry out such other duties appropriate to the post as might be allocated by the Team Manager

Team Developer

- Work with Team Lead to develop a strategised rota for specific teams and report support needs in the designated area to the Team Lead (add bespoke support times as requested to meet the needs of the person)
- Develop team building strategies for specific team by reporting on team issues/concerns and training needs
- Ensure staff follow support plans, risk assessments, reporting protocols, policies and processes within the houses while maintaining routines.
- Update house files/paperwork as required
- Complete and update risk assessments and promote positive risk-taking accident/incident forms and observational charts as required.
- Out of Hours Emergency On-call responsibilities shared with leadership team

As front-line employees it is vitally important to work to the objectives of 4EDEN, you are the person who has the most contact time with the people, following training, direction, guidance and planning, you will promote and engage with people, their parents/carers/families and stakeholders providing a positive view of 4EDEN. You

will ensure that the service is always delivered with a smile, with respect and a commitment to equal opportunities.

BENEFITS OF WORKING FOR 4EDEN:

- ❖ Enrolment into our **workplace pension scheme** into which 4EDEN contributes 3% of your salary if you meet the qualifying criteria.
 - ❖ Enrolment into an **employer-paid** healthcare scheme that allows you to claim money towards the cost of dental, optical and other medical expenses and additional benefits for your well-being. With the option to add your partner and free children's cover.
 - ❖ **Your Birthday off every year - paid**
 - ❖ NLW payments for each hour of sleep over duty paid in addition to your salary.
 - ❖ Paid travel time between duties
 - ❖ Mileage payments when travelling between duties
 - ❖ An IT tablet to enable you in your role
 - ❖ The Care Certificate qualification Qualifications and Credit Framework (QCF) training **employer paid**
 - ❖ Your wages BACS into your bank account 3 working days before the end of every month
 - ❖ Introduce a friend scheme – £100 for you & £100 for your friend (subject to Terms and conditions)
 - ❖ Branded workwear
- You are perfectly placed to make a difference, share some fabulous experiences and know that every day you make someone's life better – priceless and very rewarding.

Person Specification

Specialist knowledge and experience

- Experience working in a similar role
- Experience working with individuals who have learning disabilities and/or autism

Problem solving and analysis

- Troubleshooting problems and problem-solving skills
- Able to work to own initiative with broad direction

Quality orientation

- Pays attention to detail, ensures professional standards are met

Communication

- Good communication skills/written communication skills/open and interactive communication
- Positive attitude and communication approach that enables the people we support and the team you work within

Interpersonal skills

- Ability to effectively interact and respond to meet the needs of the people we support.
- Understanding of a person led approach to support services
- The ability to coach and mentor other team members

Planning and organising

- Ability to prioritise work, manage a diverse workload and meet deadlines

Contact us to apply

Please complete the application form and send it to office@4eden.co.uk along with a copy of your CV/resume.

