

## **Senior Autism Practitioner**

### **About Scottish Autism**

Scottish Autism seeks to promote and provide care, education, support and opportunities for people with autism of all ages throughout Scotland. We work tirelessly to create a world where autistic people are understood and enabled to lead meaningful, fulfilling and happy lives as valued members of the community.

A key expectation of everyone who works for Scottish Autism is that they live and breathe our values; Collaboration, Change Makers, Compassion and Contribution. Our values come into play throughout everything we do at work – how we work together, and how we deliver services to the people we support and to the people we work alongside.

### **The Role:**

Reporting to the Services Manager, this role is to support Autism Practitioner teams to deliver high quality support to autistic individuals.

### **Key tasks and responsibilities:**

- To undertake Registered Manager responsibilities, ensuring support provision reflects the values, aims and objectives of the organisation.
- To lead and develop services for autistic individuals.
- To coach, lead, and develop a team of Autism Practitioners to autonomously deliver high quality support provision in line with expectations from Scottish Autism policy and procedure, Care Inspectorate and SSSC.
- To coach staff to identify their individualised learning pathway and work towards achieving the objectives.
- To lead all rota processes to ensure all services have agreed level of staffing resources.
- To design, review and adapt the care environment to meet the individual needs of autistic people and comply with Health and Social Care Standards.
- To provide On Call support to services in order to ensure staff and supported individuals are supported on a 24hr basis.
- To build collaborative relationships with internal and external partners to maximise the effectiveness of the service.
- To complete all mandatory training and develop leadership knowledge and experience to demonstrate continuous professional development.

- To manage service finances, ensuring all transactions are completed as per policy and procedure.
- To assess staffing requirements in line with budget allocation and participate in all recruitment processes.
- To contribute in an innovative way to the future development of services.
- To participate in disciplinary investigations as required.
- To review and audit service information to identify and influence service improvement.
- To actively identify a personalised learning pathway and engage with and contribute to the 1:1 and review process.
- To develop your own and the team's understanding of low arousal support, implementing Studio 3 principles, focusing on reducing restraint and achieving Scottish Autism's aspiration of eliminating restraint.
- Other duties and tasks as may be required by the Services Manager.

### **Skills and Attributes**

- Excellent communication skills with the ability to engage with supported individuals, their families and other stakeholders.
- High levels of accuracy, with excellent attention to detail.
- Skilled in recording and safeguarding information.
- Confident in managing conflict and having difficult conversations, including offering wellbeing support to others.
- Demonstrates good organisational and time management skills to ensure operational deadlines are achieved.
- Knowledge of financial processes to manage service budget, including procurement.
- Confident in making decisions regarding day to day operations as well as longer term planning for the service.

### **Knowledge and Experience**

- Hold or be willing to work towards SVQ 4 in Health and Social Care and Leadership and Management Certificate in line with registration requirements of the Scottish Social Services Council.
- Extensive knowledge of Autism and current best practice.
- Management experience developed in a similar or equivalent role.
- Experience of being an excellent leader, mentor and coach who achieves objectives identified by supported individuals and staff teams.
- Sound understanding of Care Inspectorate and SSSC regulations.
- Rota Management experience.
- Strong knowledge and confidence in using IT systems.

This post is subject to a Protecting Vulnerable Groups (PVG) Disclosure check.