

SCOTTISH AUTISM

Embracing difference,
leading change

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