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**Sight Matters**

**Social & Welfare & Inclusion Lead**

September 2022

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| **Job Specification** | **Essential/**  **Desirable** |
| **Qualifications & Training** |  |
| Relevant Health, Social Care or Educational services qualification | D |
| A good standard of education including qualifications, training or experience relevant to the role | E |
| A commitment to further role specific training and study | E |
| **Experience** |  |
| Experience of undertaking individual assessments and developing support plans | E |
| Experience working with visually impaired or other vulnerable individuals (children/adults) | D |
| Experience in casework for individuals who require support | D |
| Supervisory experience of managing or leading others | E |
| Experience in engaging directly with statutory services and/or other third sector organisations | D |
| Experience in social advocacy for vulnerable people | D |
| **Knowledge & Skills** |  |
| A demonstrable empathy with the Society’s mission | E |
| An understanding of Health & Safety, safeguarding and data protection legislation | E |
| Knowledge of local policies and legislation relevant to the post | D |
| Knowledge and understanding of the impact of sight loss on every day occupations and activities | D |
| Able to communicate effectively with individuals and organisations at all levels | E |
| Excellent interpersonal skills including negotiating, people supervision  and motivational skills | E |
| A high standard of written work to produce clear, concise and professional reports for use internally and externally | E |
| Ability to develop innovative, person centered solutions for members | D |
| An ability to work in conjunction with other professionals towards achieving outcomes for individuals and continuous service improvement | D |
| Able to plan, prioritise and manage own case work | E |
| Sensitive and compassionate communication skills | E |
| Ability to work independently with minimal supervision but to remain part of the MBWS team | E |
| Effective IT skills and a willingness to use different social media platforms to promote the work of the society | E |
| Confident decision maker, with the ability to make defensible decisions | E |
| **Personal Qualities** |  |
| Must be a well presented and motivated individual | E |
| The post holder must be a starter/finisher with excellent levels of  self-motivation and able to act on their own initiative when required | E |
| **Additional Requirements** |  |
| Must have an excellent understanding of working in an inclusive environment with people who are often socially isolated | E |
| The post holder must have a commitment to equal opportunity,  anti-discrimination and anti-oppressive principles | E |
| Be comfortable working in settings where assistance or companion  dogs are used | E |
| Must have use of own car for work purposes | E |
| Must be very flexible with hours/duties with a willingness to work outside off hours and at weekends | E |
| Must be willing to undertake any training as required for the post, which may include off island training | E |

NB. Sight Matters is a dog friendly organisation. Assistance dogs are regularly in our facilities and all well behaved dogs are welcome.

**Sight Matters is a trading name under Manx Blind Welfare Society registered Charity No 132**

This job information pack can be obtained in large print or in your preferred format.