

Person Specification

Area Leader

Job Title: Area Leader
Reports to: Area Director

Education and Qualifications	Essential: - On the live register of the Nursing and Midwifery Board of Ireland RNID <u>OR</u> On the live register of the Social Care Worker Division of CORU - Appropriate management Course
Work Experience	- At least four years managerial experience supporting adults with intellectual disabilities and/or autism and individuals with a range of support needs to include behaviours of concern. - Previous experience as a Person in Charge and HIQA Inspections. - Experience of supporting community integration. - Experience of leading person-centred planning, risk assessment and planning, care planning. - Experience of leadership, mentoring, support and supervision of staff.
Knowledge and skills	- Ability to effectively communicate with each individual, their families, other professionals and people important in the individual's life. - A robust knowledge and understanding of HIQA standards and statutory requirements and the responsibilities as a Person In Charge or providing support and mentorship to a Person in Charge - IT skills to include day-to-day email, Word, Excel - Support, supervise and motivate the staff teams. - Have a key focus in supporting the individuals be active citizens within their local community. - Strong leadership and decision-making skills, with ability to provide mentorship and support to other team members. - Excellent knowledge of Assisted Decision Making and Advocacy. - Knowledge of New Directions Interim Standards, HIQA Regulation Standards, Safeguarding, and Protection of Vulnerable Adults.
Attributes	- Flexible and capable of managing priorities within their workload. - Competent to work on their own initiative as well as being a team player supporting colleagues. - Approachable, friendly personality, empathetic and kind, with a positive attitude towards work. - Good IT standard and aptitude for working with IT systems - Honest and trustworthy, with respect for the privacy and confidentiality of information relating to others. - Ability to work under pressure and be resilient in the face of challenges. - Ability to positively contribute to teamwork and motivate the team. - Interest and commitment to interacting with people with an intellectual disability. - Strong leader, with ability to mentor and motivate others.
Other factors	- Required to attend at various locations frequently (daily). - Willing to undertake education and training as may be required. - Required to partake in the out-of-hours support rota, covering week evening/nights and over weekends.

January 2025

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