

Job Description and Person Specification

Team Leader (Rehabilitation and Enablement)

POST:	Team Leader (Rehabilitation and Enablement)
LOCATION:	Clayton, Bradford with some work in Shipley and across Bradford District
GRADE / SALARY:	E2 £29,000 FTE per annum (pay award pending)
HOURS:	37.5 hours per week, some evening and weekend work including bank holidays will be required as this is a 365-day service
ACCOUNTABLE TO:	Head of Operations

Purpose of the Job:

Day-to-day operational management and leadership of a new Rehabilitation and Enablement residential service (Kernel) based in Clayton, Bradford and Shipley (Crisis House). Kernel is a partnership with Bradford District NHS Foundation Care Trust (NHS), Bradford Council Adult Social Care, Horton Housing and Care Housing. It provides 365 a year support to 14 residents with a severe mental illness (SMI) helping people to reach their personal goals, develop their skills and move forward in their recovery.

Main Duties:

- Line management and leadership of peer support workers based at Kernal and the Crisis House.
- Build rapport and strong relationships with residents.
- Proactive management of the service to ensure targets are met.
- Produce monthly project monitoring and reporting.
- Work collaboratively as part of a multi-disciplinary partnership.
- Promote the profile of both services at external meetings.
- Support the development, promotion, and evaluation of the Kernel service.
- Gather and share learning and best practice for future projects.
- Maintain up to date knowledge of current issues/best practice in mental health.
- Work in line with all relevant policies and procedures including safeguarding, ensuring concerns are escalated appropriately.

Values and Behaviours:

- Create and maintain a culture of respect always challenging and rooting out discrimination and stigma.
- Demonstrate a consistent belief in people and tenacity in supporting people to improve their future.
- Be passionate about our work and inspire others to feel the same.
- Be committed to doing things well and always look for opportunities for improvement.
- Model excellent partnership and team working.

PERSON SPECIFICATION

Listed below are the knowledge, experience skills and values you'll need to do this job, we will assess these through your application or through tests or interviews after shortlisting.

Knowledge	Method
A relevant degree, equivalent qualification, or significant equivalent experience	Application
Awareness or knowledge and/or lived experience of the challenges facing people who have difficulties relating to their mental health.	Application Assessment
Knowledge of a range of mental health issues and services	Assessment
Practical and current understanding of safeguarding and managing risk in a clinical setting.	Assessment
An understanding of Peer Support values and ways of working to support people with serious mental health conditions.	Application Assessment
Understanding of working with people to build independence	Application Assessment
Experience	
At least 2 years' experience of working one to one with clients who face challenges with their mental health, including with clients who have a serious mental illness.	Application
At least 2 years' experience of leading and managing people	Application
Experience of working in in a multi-agency health or social care setting	Application Assessment
Experience of using IT systems to record client notes	Application
Skills	
Strong people management and leadership skills	Assessment
Effective written and verbal communication skills	Application Assessment
Ability to collate and interpret data for relevant audiences	Assessment
Cross-sector partnership working	Assessment
Good IT skills including Word, Excel, Outlook and client data bases	Assessment
Values	
A firm belief that all people matter and deserve respect	Assessment
An evidenced belief that everyone can change	Assessment
A track record of delivering on your commitments	Assessment
A personal commitment to equality, diversity, and inclusion	Assessment