

**Job Title: Senior Mental Health Rehabilitation Worker**

**Service: Operations**

**Reports to: Service Manager**

**Direct Reports: None**

## About The Role

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The Senior Rehabilitation Worker plays a vital role in an integrated team to contribute to successfully rehabilitating and reintegrating our residents and participants, providing pathways, support, and appropriate interventions. The post holder will work with external partners, agencies, and commissioners to deliver safer, more integrated services to support our residents and participants in their recovery as an alternative to hospital inpatient care.

As a Senior, the role will lead by example, and provide more specialist support to empower and motivate our residents and participants to achieve their personal goals and gain a level of recovery that enables them to return home or move into supported housing. You will support clinical and non-clinical teams by co-producing a tailored support plan which is to the individual needs of the resident/participant through a recovery model providing trauma informed and enabling environments to achieve this.

You will work in accordance with service specifications and agreements to provide a flexible service which is responsive to individual needs.

## About the Post Holder

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The post holder will be driven to provide high quality care and support to others, an effective team member to who can communicate effectively with people from different backgrounds, respecting equality, diversity, and inclusion. They will be confident working in the social care setting and will be compassionate, supportive, and empowering to others. They will be able to form effective, positive, and motivational relationships.

The post holder will be resilient and have the desire to support our residents and participants, in a flexible approach to meet various needs.

# Key Responsibilities

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- Provide specialised, one to one trauma therapeutic support to our residents and participants.
- Be a positive, leading role model for the team by modelling good practice and supporting with residents with high risk or complex presentations.
- Actively lead on and participate in reflective learning sessions within the framework of a psychologically informed environment, team meetings and ongoing training and development.
- Develop and sustain therapeutic relationships with our residents and participants, providing practical and emotional support to ensure they are always treated with respect and dignity. Deal with sensitive information in a professional manner.
- Support our residents and participants with the relevant skills, knowledge, and understanding about their mental health and wellbeing, including but not limited to a greater understanding of medication and therapeutic interventions, as well as the risks of using substances.
- Help our residents and participants build experience, networks, and gain access to training to prepare for move on.
- Identify activity needs and wishes through assessments, observations, and discussions then support in participation and encouragement of participating and developing projects, social enterprise initiatives, training, volunteering, work experience, and/or other areas they require support with.
- Act as a key worker and/or link worker for named participants/residents and contribute to the development of support plans, risk assessments, and subsequent reviews.
- Provide advice, information and guidance to residents and participants.
- Support named residents and participants with various personal needs as required.
- Recognise signs of deteriorating mental health and initiate appropriate interventions to prevent crisis.
- Support residents and participants to take medication, prompting and supervision where appropriate and make necessary records.
- Complete safeguarding and other referrals where required.
- Attend appointments as and when required in support of residents and participants.
- Maintain high standards of service provision in line with organisational values and requirements, ensuring a safe, effective, caring, and responsive service.
- Undertake shift lead responsibilities on rotation, taking responsibility for ensuring day-to-day support delivery is effective, with staff carrying out their designated responsibilities, alongside ensuring resident and service-specific follow up actions are completed.
- Develop and maintain effective and purposeful relationships with internal and external persons and agencies.
- Housing Management responsibilities, ensure residents and staff are safe, and the surroundings are kept clean and well maintained.

- Administration duties will vary. This includes maintaining confidential records in a timely manner and containing information in accordance with relevant statutory and organisational policies.
- Other duties may include but not limited to maintaining clean, and tidy offices and communal areas, removing rubbish, reporting repairs and ordering/replenishing supplies.

## SIG POLICIES AND DATA PROTECTION

- Promote, advise, and lead by example by embodying SIG values in creating a positive and productive environment including a Psychologically Informed Environment (PIE) with support.
- Demonstrate and facilitate high standards of service provision in line with organisational values and requirements, ensuring a safe, effective, caring, and responsive service, with support.
- Assist in implementing improvements in and maintain confidentiality in line with organisational policy in respect to residents, participants, staff, and the organisation with support.
- Adhere to and be aware of changes to SIG policies, processes, best practice, Equality, Diversity, and Inclusion (EDI), and data protection always and assist in implementing them where appropriate.
- Lead by example and assist in reporting and improving Health, Safety, and Environmental procedures, whilst following policies and processes in place.

Other responsibilities than those described above may be required to be undertaken from time to time and will be expected to be performed to as long as it is within the capacity and level of the position.



# Person Specification

Qualification and Experience:	Rating
Previous experience working with people with multiple complex background/needs, mental health, substance misuse, alcohol, and behaviours that can be challenging	Essential
Previous experience creating co-produced support plans, key working, and care planning, providing appropriate interventions for service users	Essential
Previous experience in a similar position, able to share skills, knowledge, and experiences to support the team	Essential
Previous experience providing housing support and practical assistance within a residential support role	Desirable
Appropriate Professional Qualification: Psychology Degree, NVQ, QCF or Level 3 Diploma in Health and Social Care or Community Justice, or professional equivalent	Desirable
Skills and Abilities	
IT Proficiency, ability to learn new software programs, basic Microsoft experience	Essential
Understanding of the housing and social needs of people with multiple and complex needs	Essential
Understanding and/or practical knowledge of the social and societal marginalisation that can be attached to people with various challenging backgrounds, mental health, addiction, exploitation, homelessness, and previous convictions	Essential
Understanding and/or practical application of key legislation regarding social care, housing, criminal justice, and mental health	Essential
Ability to Recognise signs of deteriorating mental health and initiate appropriate interventions to prevent crisis	Essential
Personal Characteristics	
Excellent interpersonal communication skills both written and oral	Essential
Ability to form positive and motivational relationships	Essential
Able to influence and negotiate positive outcomes with others	Essential
Ability to work with confidential information, maintain accurate records and write accurate reports	Essential
Sensitive and empathy to others, dealing with challenging circumstances with professionalism	Essential
Trauma-informed, non-judgmental approach to overcome barriers and achieve goals	Essential