

Job Title: Qualified Rehabilitation Worker

Grade: Band D

Reports to: Senior Rehabilitation Worker

Role Responsibilities: No line management or budget responsibilities

DBS Level Requirement: Enhanced Adult Barred

The Role

Essex Cares vision is to be the supplier of choice for Adult Health and Social Care; this role requires strong commercial awareness and the ability to deliver a customer centric service.

Reporting to the Senior Rehabilitation Worker, this role is responsible for providing assessment and rehabilitative training which includes daily living, low vision advice, mobility and communication skills for people with visual impairments or who are Deafblind.

The role requires enthusiasm and commitment, with strong communication skills and the ability to work independently under pressure using own initiative and within a multi-disciplinary team.

Relevant professional qualifications and knowledge of Rehabilitation and experience working with adults with sensory needs is essential.

Job purpose

Undertake assessment of needs and reviews for visually impaired or dual sensory impaired people.

Provide individually tailored rehabilitation programs directly to individuals based upon the assessment of their needs and the need to maximise independence.

Provide specialist sensory assessments as appropriate.

Key Accountabilities

- Work flexibly and collaboratively across structural boundaries as part of cross functional teams, and in support of key functional outputs, regardless of where you sit within the organisation.
- Think creatively, challenging the norms, and constructively challenging those around you (including those more senior) to ensure continuous improvement, commercial astuteness, and inspire the same in colleagues.
- Ensure understanding and the proper assessment and mitigation of risk, including Information Governance, Safeguarding, Health and Safety and Business Continuity.

- Responsible for recognising a disclosure of a concern from an individual that requires a safeguarding intervention to be made and to take appropriate action. Duties and Responsibilities
- To undertake assessment of needs and reviews for visually impaired people.
- To provide individually tailored rehabilitation programs directly to individuals based upon the assessment of their needs and the need to maximise independence.
- To provide specialist assessments as appropriate.
- Provide information, advice and training to individuals, families, carers and other professionals to raise awareness and improve/inform practice.
- Support the CVI registration and ring-back process including providing full cover for colleague's annual leave or sickness.
- Maintain up to date and accurate records, provide reports, appropriate documentation and statistical information, as required meeting service standards, policies and procedures.
- Maintain up to date knowledge of policies and procedures and of key legislation and regulations.
- Attend Regional Rehabilitation Worker Professional Networking meetings where appropriate.
- Manage own caseload effectively and meet associated key performance indicators.
- Work collaboratively with other agencies, voluntary organisations and groups striving to enhance and improve service delivery to sensory impaired people.
- Represent the team at the discretion of the Operations Manager.
- Carry out any other appropriate duties that may be required, which are commensurate with the grade of the post.

This job description is only an outline of the tasks, responsibilities and outcomes required of the role. The jobholder will carry out any other duties as may be reasonably required by his/her line manager.

Person Specification

Key Skills and Competence

- Diploma of Higher Education in Rehabilitation Studies (Visual Impairments) or BTEC Level 4 professional diploma in rehabilitation studies (Visual Impairments).
- Experience of working with adults with sensory needs.
- Knowledge of legislation, policies and procedures in relation to specialised areas of work, i.e. sensory impaired adults.
- Ability to make sound decisions and use experience and knowledge in relation to rehabilitation to ensure best practice.
- Ability to identify objectives and outcomes and the means to achieve them.
- To be able to manage own caseload effectively and meet relevant key performance indicators.
- Ability to make and implement appropriate decisions in relation to day-to-day queries, referrals and allocations. Provide informal supervision/guidance to other workers in the team.
- Demonstrate commitment to the organisation and show responsibility in carrying out their work.
- Strong communication, interpersonal and presentation skills.
- Ability to work collaboratively with other agencies and groups in enhancing service delivery to sensory impaired people.
- Ability to liaise with statutory agencies and voluntary organisations and be able to communicate clearly, precisely and professionally.
- Valid driving licence and car, or access to a car and driver.

Our Values



Supporting others with care, compassion, and positive engagement.



Working efficiently and innovatively to achieve excellence.



Working together to achieve our common goals.



Being open and having the courage to do what is right