

Job Title: Visual Impairment Rehabilitation Worker

Grade: Band E

Reports to: Senior Rehabilitation Worker

Role Responsibilities: No line management or budget responsibilities

The Role

Our vision is to transform lives, empowering independence through care excellence for all. 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

Work alongside people with a visual impairment to assess and teach methods of advancing or maintaining their independence in all aspects of life. This includes:

- Provision of holistic assessment for visually impaired and deafblind people.
- Mobility and orientation skills both indoors and outdoors.
- Independent living skills, such as household management, personal care and cooking.
- Communication skills including the use of new technologies such as smart phones and tablets.
- Low vision work including demonstrating optical and digital low vision aids.
- Working with family, carers, other professionals and support agencies to develop and implement strategies to assist people with visual impairment.

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

- Work with people who experience sight loss and assist them in this often emotionally difficult time to adjust to their new circumstances.
- Carry out specialist assessments with visually impaired adults and deafblind people and provide advice, equipment and training to meet individuals' needs.
- Design, implement and review training programmes in orientation and mobility, communication including digital and smart technologies, low vision and independent living skills. On occasion, this will be in response to a crisis situation.
- Provide information, advice and training to individuals, families, carers and other professionals to raise awareness and improve/inform practice.
- Explain the registration process and the benefits of registration of individuals as severely sight impaired, sight impaired and/or deafblind.
- Support the CVI registration and ring-back process including providing cover as part of a team for colleague's annual leave or sickness.
- Positively assess and manage risk, taking into account legal and other requirements.
- Complete risk assessments related to required rehabilitation training programmes.
- Research new and appropriate equipment, including digital and smart technologies.
- Produce information in various formats e.g. audio, Braille, large print, electronic file.
- Provide ongoing professional support to individuals when required with a proactive and preventative approach. This includes supporting individuals to advocate on their own behalf.
- Manage own caseload effectively and meet associated key performance indicators.
- Maintain accurate, up to date case notes and reports including electronic records meeting service standards, policies and procedures.
- Collaborate as a professional member of the wider sensory service supporting innovation, service delivery and individual and team development.
- Work collaboratively with other statutory services, agencies, voluntary organisations and groups striving to enhance and improve service delivery to sensory impaired people.

- Work within agreed standards of rehabilitation practice and ensure own professional development through researching, analysing and using current knowledge of best rehabilitation practices.
- Understanding and managing complex ethical issues, dilemmas and conflicts in relation to service provision.
- Attend Regional Rehabilitation Worker Professional Networking (RWPN) meetings where appropriate as an active Member of the RWPN.
- 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.

Key Skills and Competence

Education and qualification

- Diploma of Higher Education in Rehabilitation Studies (Visual Impairments) or BTEC Level 4 professional diploma in rehabilitation studies (Visual Impairments).
- Membership of the Rehabilitation Worker Professional Networking (RWPN).

Skills and Experience (all essential)

- Experience of working with adults with sensory needs.
- Knowledge of legislation, policies and procedures in relation to specialised area 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, inter-personal 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.

Values and Behaviours

- Ability to demonstrate, understand and apply our values (see below) and be able to evidence these attitudes and behaviours as part of the application process

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