**JOB DESCRIPTION**

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| **Job Title** | PROACT SCIPr-UK instructor |
| **Location** | Remote worker |
| **Grade** |  |
| **Salary** |  |
| **Reports To** | TBC  |
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| **Job purpose** | As a PROACT SCIPr-UK instructor working within Gray Health Care, you will be joining our Learning and Development team. This role will provide you with the opportunity to put into practice your current skills in addition to enhancing training skills in other associated areas of need. You will be part of a growing team providing training to support staff and managers who support people in their own homes, using a respectful and person-centred approach. The successful candidate will take a lead role in the development of the staff teams within the organisation with the view to encourage teams to work collaboratively towards the reduction of restrictive practices in line with the Restraint Reduction Network Guidelines 2019 |
| **Key accountabilities** | * A commitment to undertake continuous training and personal development
* The ability to travel and occasional overnight stays (car allowance and expenses paid)
* A flexible commitment to delivering staff training in line with the organisations training calendar.
* An ability to support other areas of the business as required
* There will be a requirement to develop each training session to ensure that it is person centred and then monitor the efficacy of the training over time in line with restrictive practice and reduction principles.

As a PROACT-SCIPr-UK Trainer working for Gray Health Care, you will need to be committed attending training at The Loddon which will require a commitment of 5 days. This comprises four days intensive training followed by an assessed portfolio of implementation and a final assessment day six months after the initial training. |
| KNOWLEDGE, SKILLS, TRAINING AND EXPERIENCE | * A minimum of 2 years working in a role that provides training to support teams and managers
* A working knowledge of the Positive Behaviour Support Model and how this enhances quality of life
* The ability to communicate with others at various levels and demonstrate good listening skills
* The ability to work collaboratively with others, this will include the Training Coordinator, Clinical Team, Operations team and Quality team
* An understanding of behaviours perceived as challenging and the ability to use this in supporting staff to be solution focussed.
* Good IT skills, use of spreadsheets and database, to include the ability to develop creative Power Point presentations
* Good administration and organisational skills
* The ability to hold the attention and interaction of staff teams during training through a responsive approach.
* Be responsive to learning ability and be able to adapt to this to meet need.
* Creative face to face training skills and the ability to engage a team through groupwork and feedback
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| **Dimensions** | Direct reports | 0 |
| Total staff overseen | 0 |
| Internal contacts | Executive Leadership Team, Senior Management Team, Operational Teams, Clinical Teams, Head Office Teams |
| External contacts | External MDT |
| Planning outlook | Strategic awareness  |
| Problems solved | Complex operational and organisational challenges where competing priorities and resources may exacerbate complexity |
| Financial authority | Devolved by line manager |

**PERSON SPECIFICATION**

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| **Job title** | PROACT SCIPr-UK Instructor |
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| **Personal effectiveness** | Essential | Desirable |
| * Self-motivating
* Excellent planning and organisational skills
* Excellent communication skills
* Demonstratable ability to develop and deliver exciting and inspiring training packages
 | * Ability to think creatively
* Working knowledge of the PBS Model of Support
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| **Technical effectiveness** | Essential | Desirable |
| * Sound knowledge and understanding of regulations, regulators and the frameworks within how they operate
* Knowledge of Health & Social Care legislation and national policies
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| **Acquired experience & qualifications** | Essential | Desirable |
| * Good IT skills
* Experience of Power Point development and presentation
* NVQ Level 3 or equivalent
 | * PROACT SCIPr-UK qualification or willingness to undertake the training
* PBS experience and qualification
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| **Other requirements** | Essential | Desirable |
| * Ability and willingness to undertake national travel which may include overnight stays and long periods of time travelling to and from a variety of unfamiliar locations.
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