**Senior Support Worker (Young Adult Supported Living)**

**Location**: Dawlish, Devon

**Salary**: Minimum £29,976 \* plus on call allowance

**Hours**: 40 hours per week\*\*

**Contract**: Full-time permanent

**Important**: You must be willing to work with individuals who may display complex behaviours.

You must be able to travel to services for on Call purposes.

***At Phoenix, we strive to promote a positive culture where outcomes are met through inclusion for all.***

**Do you truly want to help people live their best lives?**

**Do you want to support our enthusiastic, friendly and caring team members?**

Well, at Phoenix Learning & Care you can!

**About our Supported Living Services:**

Our Adult’s services cover Teignmouth and Dawlish with a variety of settings to meet individual need and preferences. Our Supported Living Services are situated in the seaside towns of Dawlish and Teignmouth. The role advertised for Senior Support Worker would include working across different sites within Dawlish. Each site has their own unique character formed by the amazing young adults that call these home. This is in addition to our Outreach which offers support within the community, in individuals’ own homes

As a Senior Support Worker, you will be overseeing team members and supporting young adults in the different settings in the town who each have a variety of different needs, including learning disabilities, ASD, and complex needs that may be associated with behaviours that challenge. Working with these incredible young adults is highly rewarding and gives you the opportunity to make a positive impact in their daily lives and future plans.

**Key Responsibilities:**

* To promote the welfare, safety, personal development and well-being of the individual’s receiving support from the Company as well as the team members. Carrying out risk assessments, audits and formal meetings with Team Members.
* To participate in the day-to-day operation of the service provided in accordance with organisational regulatory guidelines and objectives.
* To ensure that the support provided is person centred, consistent and promotes independence, complying with CQC regulations, legislations and company policy and procedure.
* To provide team members with day-to-day support, encouragement and professional advice. Assist with the personal and professional development of team members and provide an effective link between individual’s we support, team members and management.
* To oversee rota’s and team member communications, including but not limited to; 1:1 conversations with Team Members, induction support, Return to Work Meetings.

**We are looking for:**

* Individuals that are robust, resilient, and not afraid of the challenges that working in support can bring.
* A minimum of two years’ experience in working with young adults in a supported living/care setting is essential.
* Experience of supervising staff is required.
* NVQ3 certificated or in progress/willing to work towards at time of application.
* Knowledge of relevant legislation; working procedures and be able to demonstrate sound communication and leadership skills.
* Individuals who are flexible, understand the 24 hour nature of the sector and are willing to work on a shift basis including sleep-in’s/On Call

**What you will get from us:**

* **Holidays –** You’ll get 28 days annual leave. You’ll still need to work on bank holidays if the rota requires. You’ll also get an extra day off for your birthday after your first year with us.
* **Pension scheme**– Our pension scheme is based on you paying in 5%, and us adding 3%.
* **Learning & Development Opportunities** – We provide comprehensive learning opportunities for team members to develop themselves.
* **Discounts**– You’ll have access to brilliant discounts through the Blue Light Card and our own employee benefits platform.
* **Wellbeing Support** – Your wellbeing is always our priority. You’ll have access to mental health and wellbeing support. On top of this, our therapies team offers a monthly confidential check in clinic, and group reflective practice sessions.
* **Cycle2Work**-The cycle to work scheme enables you to buy a bicycle at a discounted rate.
* **DBS**– As this role requires you to have an enhanced DBS carried out, we will cover this cost.

After 12 months service you’ll also be eligible for our Medicash scheme which covers a wide range of medical, health and wellbeing expenses (Including immediate access to a GP!). You’ll also get critical illness paid at x1 your annual salary and life insurance paid at x2 your annual salary, to support your next of kin through the difficult times

Please note that as part of our safer recruitment processes, successful applicants will be subject to pre-employment checks including an enhanced disclosure and barring service (DBS) check, and online and social media checks, and reference validation.

*At Phoenix Learning and Care, we pride ourselves on our diverse workforce, and ensuring we have an inclusive environment for all our team members. We remain committed to ensuring our teams can bring their true selves to work without risk or fear of discrimination.*

**\*Based on a full-time contract and inclusive of additional sleep-in allowance**

**\*\* Plus, sleep in and scheduled ‘on-call’ shifts**