

Job Title	Vision Rehabilitation Specialist
Responsible to	Lead Vision Rehabilitation Specialist
Responsible for	Vision Rehabilitation Team input at Redhill, Surrey

Your Role

Vision Rehabilitation Specialist's (VRS) support people with a visual impairment, enabling and empowering them to maximise opportunities to benefit/improve their quality of life.

Through personalisation, provide specialist holistic assessments to the people we support, delivering individually tailored rehabilitation programs based upon assessment outcomes. To also provide a range of rehabilitative services to people with a visual impairment and their support teams/families to maximise independence and wellbeing.

Enhance skills and confidence needed to maximise people's independence, whilst being an advocate for people with a visual impairment and ensuring that everyone we support has their eye care needs met.

Your responsibilities

All employees are required to carry out other such duties as may reasonably be required to fulfil their role and support functional and organisational objectives.

Responsibilities associated with this job role:

- Managing your own case load
- Complete a range of assessments relating to the vision rehabilitative needs of people we support.
- To plan, implement, evaluate and review rehabilitative provision aimed at maximising independence, safety, dignity and choice.
- Vision Rehabilitation provision may include but is not limited to:
 - Daily Living Skills – to provide Daily Living Skills training; to include the teaching of new skills or adapted practice for all aspects of daily living, home management, employment and leisure.
 - Mobility training – To develop planned programmes of training in both indoor and outdoor mobility environments, including training in guiding skills, pre-cane, long cane, orientation (including specialist equipment) and route planning techniques.
 - Communication Skills – To provide communication training or support the learning process; to include all forms of access to communication including but not limited to print, Braille, Moon, audio description, ICT, telephones, Deafblind manual and block alphabet.

- Functional Vision / Low vision - To complete functional vision assessments or provide low vision training/therapy. This can be in coordination with local NHS low vision services that helps individuals make the best use of functional vision, magnifiers, lighting and other low vision aids.

- Environments -To assess and recommend adaptations / adjustments as highlighted in any personal Individual Rehabilitation Assessment or general environmental assessment and liaise with all relevant parties within the organisation.

- Support SeeAbility's recommendation that everyone with a learning disability should have an eye test at least once a year and assist or provide information, training, and support with regards to this.
- Work closely with the Lead Vision Rehabilitation Specialist, other Vision Rehabilitation Team members, the wider Eye Care and Vision Team, Positive Behaviour Consultants and NHS services to provide a holistic model of support.
- Ensure that the people we support have person centred support plans, informed by their visual abilities, needs and any adaptations or adjustments.
- Play an active role in ensuring the provision of the rehabilitative needs of everyone SeeAbility supports, working closely with managers the support staff etc (all Operational staff).
- To work within a safeguarding framework to identify, manage and where possible reduce risk to people we support, family, carers, communities, self and colleagues.
- Use initiative in problem solving and identifying potential new approaches to maximise people's potential.
- Develop effective working relationships with support teams, families/circle of support to ensure best outcomes for people we support.
- Support the team in devising any training packages. Implement and deliver these to support staff, volunteers and other organisational colleagues.
- Provide information and advice to staff members regarding the rehabilitation requirements of people we support, including attending team meetings.
- Develop a high level of professional knowledge of philosophy; practice; relevant documents; research findings and visual impairment aids/adaptations.
- Attend / provide information to multi-disciplinary meetings, reviews, to advice on and advocate for, the developmental needs of people we support, including the sensitive understanding of the implications for people with visual loss.
- To supervise, mentor and support student/apprentice Rehabilitation Specialists where appropriate.
- Comply with organisational policies.
- Promote the Vision and Values of the organisation.
- Engage in continuous personal development.

Your knowledge, experience, skills and values

Knowledge & qualifications

- Able to meet the travel requirements of the role.
- Foundation Degree in Visual Impairment Rehabilitation or equivalent
- To maintain a current working knowledge of the safe use of a wide range of specialist equipment.

	<ul style="list-style-type: none"> • To maintain an up-to-date knowledge of: eye conditions and treatments; knowledge of the practical application of teaching and learning theories. • To maintain an up-to-date knowledge and understanding of legislation, statutory codes, standards, framework and guidance relevant to rehabilitation practice and related fields.
Experience	<ul style="list-style-type: none"> • Experience of working with adults with learning disabilities/complex needs and visual impairments. • Designing and delivering training packages • At least one year's experience of working alone
Skills & attributes	<ul style="list-style-type: none"> • Able to effectively work in partnership with, and involve, people with learning disabilities. • Strong interpersonal skills to be able to gain the agreement and acceptance of others i.e., colleagues, senior managers. • Positivity and passion for making a difference are a must! • Able to work on own initiative, prioritise workload and manage time and resources. • Ability to make decisions and solve problems, involving devising solutions and prioritising the resources available. • Ability to work alone, with supervision from a distance. • Effective communicator - verbal, written and non-verbal. • Strong literacy and presentation skills • Training skills • IT skills – can operate Microsoft word, Excel, Outlook, iPlanet, Microsoft Teams • Can deal with conflict. • Can demonstrate a flexible approach to work. • A high level of personal drive and commitment to high quality support and the ability to set an example for other staff. • Ability to analyse and interpret information. • Ability to collaborate with colleagues and work with a range of agencies and individuals. • Ability to engage with decision makers. • Able to seek appropriate supervision and support from a range of sources. • Able to maintain confidentiality. • Good team player, willing to share knowledge and learn from others. • High level of integrity and strong values base • Commitment to equal opportunities and diversity • Able/willing to travel independently across the organisation if/where required
Accountability	<ul style="list-style-type: none"> • Accountable for own performance and development • Accountable for the quality of the work undertaken. • Alert Lead Vision Rehabilitation Worker of issues that could affect performance. • Assist the team to fulfil commitments and team performance needs. • Maintain effective working relationships and contribute to a working environment which is safe, considerate, and supportive to all, in accordance with relevant legislation and policy.

	<ul style="list-style-type: none"> • Take reasonable care of your health, safety, and welfare and that of other persons who may be affected by the performance of your duties.
Our Values	
We are Brave	<ul style="list-style-type: none"> • We believe in being different: We seek new ways of working, thinking and ideas. We want to be extraordinary.
We are Passionate	<ul style="list-style-type: none"> • We want to make a difference. We work as a team to improve for the greater good, not only for the people we support but for our team and SeeAbility as a whole. We are completely committed to each other's success.
We are Creative	<ul style="list-style-type: none"> • We are enablers. We create solutions by thinking and acting differently. We break down barriers. We don't see rules as boxing us in, but as the norms that evolve with us on our way to being the best.
We do what is right	<ul style="list-style-type: none"> • We lead by doing the right thing. We are dependable and believe in delivering on commitments and using sound judgement and common sense to determine what is right.