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|  | **Icon  Description automatically generated**  **Job Description** |  |

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| **Role Title:** | Assistive Technology Lead |
| **Department:** | Sight Scotland Veterans |
| **Reports to:** | Head of Independent Living |
| **Type of Contract:** | Permanent |
| **Normal place of work:** | Hybrid |
| **Line Manager?** | No |
| **Budget Holder?** | No |
| **Criminal Record Check/PVG required?** | Yes |
| **Driving license for UK driving required?** | No |

# Who we are

The Independent Living Team is an innovative solution focussed multi-disciplinary team that is split into 3 regions across Scotland covering all the Health and Social Care Partnerships. The Teams consist of Independent Living Workers and Rehabilitation Officers who support veterans to live independently at home and in their communities. The Team Leads are responsible and accountable for the day to day management of the Teams and they are supported and managed by The Head of Independent Living. The Teams all work remotely but there are regular meetings within each Team and also as one whole Team.

What this job is about

The job will support the delivery of the Sight Scotland Strategy specifically: **We will build our knowledge of Assistive Technology – *Assistive Technology and aids have the power to transform lives. We will build and share our knowledge on Assistive Technology to inform and support veterans’ independent living and provide grants for useful technology that could help a veteran live independently.***

The job will therefore, lead and be responsible for planning, managing and developing Assistive Technology across Sight Scotland Veterans ensuring it is the “golden thread” that runs through all our services for both staff and veterans. This will include the development of an Assistive Technology strategy and business model, as well as integrating IT and Assistive Technology.

You will be responsible for building relationships with key stakeholders, organisations and product developers in order to ensure the most current provision of assistive technology is available across the Organisation.

You will support the Services to shape and adapt practice in AT as we expand and develop our services to become the ‘go-to’ organisation for every veteran in Scotland seeking support around sight conditions; and to increase the skills and knowledge of service users’ families and carers in the use of AT.

**What we want you to be responsible and accountable for**

* You will lead on the development and implementation of an Assistive Technology strategy across the Charity.
* You will take the lead on all matters relating to Assistive Technology including mainstream and new/emerging technology and provide leadership, expertise, guidance and support to all the services across the Charity.
* You will lead on the testing of new technology with groups of staff and veterans.
* You will work closely with the different services across the Charity and be prepared to travel to meet with the different Teams and veterans.
* You will carry out a needs assessment to ascertain the needs of veterans and staff across the Charity.
* You will work closely with IT to develop and implement AT into the IT infrastructure.
* You will design a training framework and deliver training to staff and veterans on the use of mainstream and accessible technology in 1:1 and group environments.
* You will on occasion be required to work with veterans in their home if necessary.
* You will proactively build networks with relevant tech organisations and manufacturers to ensure the most up to date and relevant equipment is available to the Charity and become involved in the development of products/technology where appropriate.
* You will develop a programme of awareness raising through the use of different fora and communications. This will include webinars, podcasts, radio, YouTube etc.
* You will be the representative for Sight Scotland Veterans for Assistive Technology outside the Charity
* You will work with the Head of Independent Living and Rehabilitation Lead to develop appropriate organisation-wide training and development opportunities.
* You will promote Sight Scotland Veterans services both locally and nationally, building effective partnerships and raising awareness of the Charity’s work in AT.
* You will ensure that the services and activities delivered in your area are safe and legally compliant, identifying, mitigating and managing risk in all aspect of service delivery.

The current duties of the role require a criminal records check or membership of the PVG scheme through Disclosure Scotland.

**How we would like you to achieve this**

* We want you to work in a way that is wholly consistent with our stated organisational values and our Corporate Strategy.
* We want you to be user focused, driving the assistive technology agenda through the Charity with both staff and veterans.
* We want you to build close relationships with technical organisations and partners as well as colleagues in the Independent Living Team and use your existing professional and technical networks to keep the Charity at the forefront of assistive technology.
* We want you to be an influencer at all levels of the Charity which will require the ability to learn quickly and be a confident communicator.

**Who you will be working with**

* Independent Living Team Sight Scotland Veterans
* Colleagues across Sight Scotland Veterans
* Digital Hub and wellbeing services Sight Scotland Veterans
* Sensory Impairment Teams
* Statutory services in health and social care
* Other 3rd sector organisations both veterans and sight loss
* Technical partners
* Service users
* Families and carers of service users
* Technology organisations

**The budget you will hold**

* N/A

# The experience and skills you need to have to do this job

Essential:

* Have experience of working in a sight loss environment.
* Have demonstrable experience of working in AT with adults with a visual impairment.
* Have the ability to provide consistent and expert advice to both staff and veterans.
* Have demonstrable operational experience of training different visually impaired groups in AT.
* Have a good all-round knowledge of computer hardware and software from PC and Apple Mac to smart speakers and smart home devices, as well as specialist magnification and speech hardware and software across platforms.
* Have demonstrable operational experience of delivering talks, podcasts, webinars roadshows and other forms of communications to a wide range of visually impaired audiences.
* Have experience of mentoring and supporting staff working with visually impaired adults in the community to promote the independence of service users.
* Have demonstrable experience of outcome-focused assessment and of the principles of person-centred support and co-production.
* Be able to demonstrate personal commitment to tasks and objectives, routinely delivering a first-class service to all stakeholders, internal and external.
* Have up to date knowledge of relevant organisations and product development.
* Can demonstrate you are a skilled network builder; able to develop and maintain networks of key.
* Be able to demonstrate the ability to operate at a level of expertise and competence which provides a model of good practice to other team members.
* Have the proven ability to develop, support and motivate teams particularly through periods of organisational development and change.
* Be able to demonstrate excellent interpersonal skills, including report writing and presentation skills.
* Be able to demonstrate the development of your own professional knowledge and expertise.
* Have the ability and willingness to travel anywhere in Scotland including remote and rural areas.
* Provide fast and responsive service to staff members and veterans requiring support around AT.
* Proven ability to positively influence staff and external stakeholders.
* Demonstrate attention to detail to ensure accuracy of advice to staff and reporting to senior management.

Desirable:

* Have experience and expertise working in the health and social care environment.
* A qualification in health and social care e.g.: DipSW, RMN etc. OR Educational attainment to degree level and commitment to achieve Health and Social Care SVQ Level 4 within 12 months of starting the role.
* Vision rehabilitation Diploma.
* Have experience of working with service veterans.
* Have experience of strategic development and implementation and/or have a good understanding of this.
* Have experience of service development.

**Just so you know…**

* The Charities have a set of Values & Our Ways of Working Framework, we ask you to work within, and these apply to everybody in the organisation irrespective of their role or job. You can find out more here: [Our values](https://sightscotland.org.uk/get-involved/careers/working-us). This means we want you to have:
  + The ability and willingness to understand others’ perspectives and to consider the impact of your actions on them and to adapt your actions as necessary;
  + The ability and willingness to learn and try new things, to be flexible and step outside of your comfort zone;
  + An open and honest way of communicating, ready to ask others for their ideas and to be open to hear and consider different points of view;
  + A pro-active approach to taking initiative and to driving forward ideas and projects designed to improve daily operations and deliver an exceptional visitor experience.

Diagram

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