**Person Specification – Assistive Technology Development Manager**

Essential Criteria

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| **Criteria** | **Details** | **Assessment Method** |
| **Education/Qualifications** | * Educated to Degree/Diploma standard | Application Form |
| **Knowledge** | * Knowledge of Telecare, Telehealth and Assistive Technology solutions * Knowledge of the Care Act, and how health and social care services should work together to deliver their statutory requirements * IT skills including MS Office packages and other It specialist packages * Knowledge and understanding of health and safety at work * Knowledge of the Mental Capacity Act and the relevance of a person-centred approach in care service provisions * Knowledge of care assessment and planning processes * Knowledge of leadership and staff motivation and evidence of implementing this knowledge in previous role | Selection Test  Application Form  Interview |
| **Experience** | * Experience of providing high standards of customer care * At least 2 years relevant experience in a health and social care setting | Application Form  Interview |
| **Key Skills and Work Related Circumstances** | * Ability to work in partnership with services and organisations key to the delivery of the objectives of the service * Ability to develop operational controls in partnership with the senior management team to ensure a commitment to cost effectiveness and value for money. * Effective performance management skills * Ability to prioritise work in an environment which may have conflicting pressures and demands * The ability to provide a range of interventions including advice and guidance which protect customers. * Ability to understand and continuously monitor and audit the implementation of care plans for people who use our services * Ability to recognise and meet the individual needs of people who use our services through the effective management of others * Ability to influence the practice of a staff team through effective line management * Ability to translate into practice the requirements of company policies and procedures and relevant care standards * Ability to form and promote positive relationships with individuals being supported, their families colleagues and partner organisations * Ability to communicate clearly to others * Ability to liaise with people at all levels including senior management and multi-disciplinary team professionals. * Ability to produce written reports, update care plans. * Ability to promote a culture of quality service through effective supervision and appraisal of a staff team * Effective written and verbal communication and the ability to read, understand and produce written material of a professional nature. * Ability to develop the knowledge and skills of others through constructive feedback, mentoring and ability to contribute to the training of other staff * Ability to prioritise and organise workloads maintaining flexibility to deal with conflicting demands of the team and an unpredictable workload. * Commitment to Equality & Valuing Diversity principles * Able to work flexibly to meet the needs of individuals, the service and organisation. | Psychometric Testing  Selection Test  Application Form  Interview |