**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 TestApplication FormInterview |
| **Experience** | * Experience of providing high standards of customer care
* At least 2 years relevant experience in a health and social care setting
 | Application FormInterview |
| **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 TestingSelection TestApplication FormInterview |