



Work with us...

Join our Business Support team

Job description, person specification and other information on why joining the Dimensions team is a great choice to make!



Welcome

As one of the country's largest not-for-profits, we are driven by our values. People with learning disabilities and their families are at the heart of everything we do and we want every person we support to have a great life, with excellent outcomes. We couldn't achieve this without a wide range of business support functions, either based within our central services teams or within regional teams.

It all starts with you!

Why choose Dimensions?

We're an organisation that sets the standards for our sector.

By joining one of our business support functions you'll use market leading technology and tools to help us become an exemplar organisation, making sure we're the best we can be.

We encourage all our colleagues to have a healthy work-life balance and we'll work with you to regularly identify opportunities to develop your skills and career.

We can offer great opportunities for career development and offer sector-leading training programmes and qualification opportunities.

We are an inclusive employer, valuing the diversity of our workforce, being respectful of differences and making reasonable adjustments to ensure people reach their full potential.

Your hard work and dedication won't go unnoticed. You'll make a real difference to people's lives and could be nominated for our Inspiring People recognition scheme.

Our team and our values

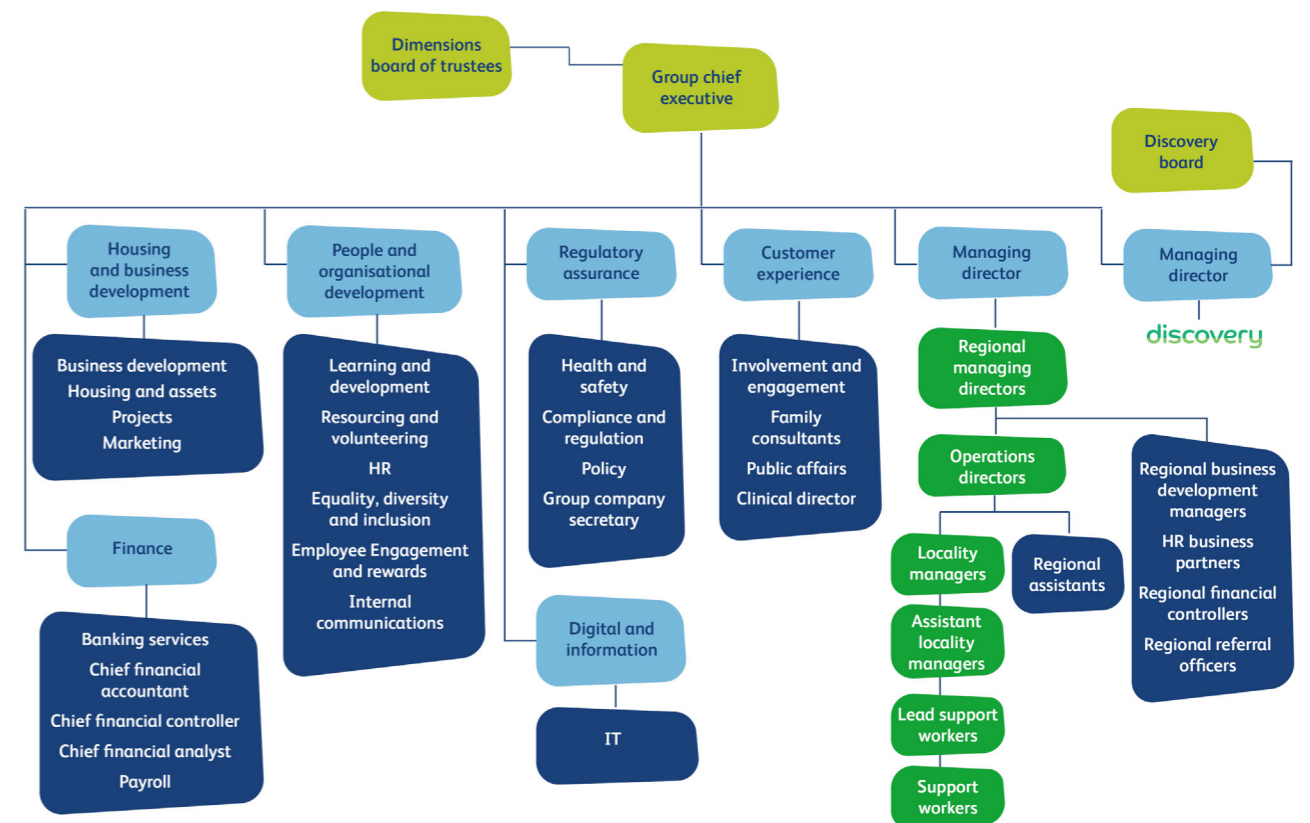
We are a values based employer, which means we expect everybody to demonstrate our five core values:

- **Ambition:** helping people be the best they can be
- **Courage:** being brave enough to make a difference

• **Integrity:** being honest and fair in all the things we do

• **Partnership:** working with other people to make a bigger difference

• **Respect:** treating everyone fairly and knowing that everyone's voice is important.



Our career development programme:

Aspire

All permanent colleagues have regular opportunities to gain a place on our award-winning career development programme, Aspire.

If you secure a place, you'll explore new ways and opportunities to progress with help from a professional career coach.

Your coach will support you to develop your training, job shadowing and networking opportunities.

From here, you'll work together with your line manager to establish a career development plan and see how you can achieve your goals.

Our skills development programme:

Learning Connect

Learning Connect is a fresh and interactive online learning platform available to all our colleagues.

You'll have the opportunity to work through a wide range of training courses and development pathways – learning new skills and improving your knowledge in areas such as assertiveness, time management, project management and handling conflict.



Our benefits

Our sector-leading package of colleague benefits really builds up... Your benefits can be worth up to £1,220 per year.

Your reward

- Competitive salary.
- 30 days annual leave entitlement (including bank holidays), rising to 35 days.
- Pensions, including a money purchase scheme with employee and employer contributions.
- An occupational sick pay scheme.
- The opportunity for flexible working.

Looking after you

- Free access to the Employee Assistance Programme (EAP) with a 24/7 helpline for advice – also available to family members.
- A comprehensive wellbeing strategy and listening network.
- Free death in service life assurance cover.

Valuing you

- Discounts and cashback on shopping through Rewarding Dimensions.
- Recognition of excellence in our Inspiring People awards.
- £200 bonus for recommending a friend to work for us if they're employed.
- You may also benefit from a work mobile phone, our bike to work scheme, season ticket loans, and more.

Your development

- We provide a thorough induction and training programme when you join us.
- In addition to regular 1-2-1s and annual appraisals, we'll help you develop and progress your career.
- We've invested to provide you with free, ongoing access to a huge range of training and support to help you develop.

Moving on up

- We offer fantastic career development opportunities and have a 'promote from within culture'.
- Aspire, our award-winning career development programme, will support to you to develop the skills, confidence and experience to progress your career within the Dimensions Group.
- We provide financial bonuses every five years through our Long Service Awards.

“Every individual makes a difference to the quality of support we provide, whatever job they do”

Stella Cheetham

Group Director of People & Organisational Development

“At Dimensions we believe that each and every role within the organisation contributes to achieving our organisational purpose: supporting people with a learning disability or autism to enjoy life to the full.

We encourage people from our central services to get out and about, to meet our operational colleagues and experience the work we do to support people.

We recognise that all of our roles have a vital contribution to make. We ensure that everyone is aware of the individual difference they can make to the quality of support we provide, whatever job they do.”



Clinical Practitioner

Job description and person specification

Accountable to: Forensic Team Director

Purpose of the role

To contribute to the design and development of new services, create and provide effective therapeutic supports, education, consultancy, coaching, transitional supports, undertake guided interventions, mentoring, guide and oversee the development of our support teams, provide individual face to face interventions, develop effective partnerships with stakeholders, evidence positive outcomes and promote the professional development of Dimensions.

Core duties

- To collect information to inform specialist clinical assessments
- To undertake clinical tasks as directed by the Forensic Team Director
- To assist in the creation of imaginative individual service designs
- To undertake direct therapeutic work guided by the Clinical Practitioners at each stage
- To promote each person's developmental journey using Forensic model of support
- To ensure effective plans and interventions to promote holistic growth and development in each person we support are implemented.
- To assist in designing and leading transitions
- To work alongside support teams to enable them to develop skills through "hands on" training and modelling"
- To assist in developing robust and progressive specialist risk assessments and plans in partnership with the people we support, which keep the person and the community safe without being restrictive.
- To contribute to clinical team meetings and work in partnership with teams and people we support to create development plans.
- To collect evidence of the achievement of positive outcomes

- To collect clinical evidence
- To develop a positive working relationship with each person we support
- To contribute to team training and help teams get the skills they need to be effective
- To work in partnership with families, Locality Managers and the Forensic Team to ensure each person gets the best possible support
- To work in partnership with other professional people to ensure each person avails of a rich culture of skills and expertise
- To provide responsive emergency clinical supports when required
- To protect the rights and best interests of the people we support and the public
- To positively represent Dimensions through professional forums, conferences, publications and research
- To communicate effectively and efficiently with the clinical team, seek guidance and supervision with all work undertaken, draw immediate attention to clinical needs and risks and only follow strategies and plans agreed with Clinical Practitioners.
- To contribute to the further development of new Dimensions Forensic services and business within the region and develop positive relationships with services and commissioners to support this objective in keeping with Forensic business development plans.
- To attend clinical team meetings and keep professional and accurate clinical records
- To enable the people we support to develop the skills and understanding to leave Dimensions and live independently and successfully in their own communities.

Please note:

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with the role.

In addition to the above you are expected to:

- Undertake other duties from time to time as required by your manager or Head of Department / Director.

- Work on an agile basis between your home and the Company's offices and/or any other locations as is reasonably required
- Maintain confidentiality in accordance with our data protection policy and procedure.

Person specification

Please use this in conjunction with the advertised requirements. The final column indicates how we will tell if you have provided evidence of the required criteria. Criteria considered from the application form will be marked Shortlisting, those reviewed when we meet you will be marked Interview and those considered via assessment at interview will be marked Test.

Qualifications		
Graduate in a relevant subject (i.e. Psychology, forensic qualifications, criminology, social care, nursing, etc.)	Essential	Shortlisting/ Interview
Additional vocational training relevant to Dimensions area of expertise	Desirable	Shortlisting/ Interview
Experience		
Experience in contributing to assessments and plans for people who have a learning disability and /or autism who require specialist clinical supports	Desirable	Shortlisting/ Interview
Experience of providing direct face to face supports for people who have a learning disability and /or autism	Desirable	Shortlisting/ Interview
Experience of assisting in designing and developing new service	Desirable	Shortlisting/ Interview
Experience of effectively managing challenging and high risk situations	Desirable	Shortlisting/ Interview
Experience in teaching other people and coaching and mentoring the development of other	Desirable	Shortlisting/ Interview
Skills		
Well-developed communication, inter-personal and presentation skills	Essential	Shortlisting/ Interview

Personal leadership skills that have benefitted others	Essential	Shortlisting/ Interview
Good all-round IT Skills	Essential	Shortlisting/ Interview
Effective partnership working with professional people	Essential	Shortlisting/ Interview
A creative approach to solving complex challenges	Essential	Shortlisting/ Interview
Good at developing effective relationships with professional people	Essential	Shortlisting/ Interview
Knowledge and understanding		
Understand of the difficulties experienced by people who have a learning disability and/or autism in modern society	Essential	Shortlisting/ Interview
Ability to think creatively and solve problems	Essential	Shortlisting/ Interview
Attributes		
Strong motivation and commitment to improving the lives of people who have a learning disability and /or autism	Essential	Interview
Use of empathy to understand and solve problem	Essential	Interview
Being an example that others follow	Essential	Interview
A strong commitment to teamwork	Essential	Interview



Proving life can get better

Dimensions provides evidence-based, outcomes-focussed support including sector leading positive behaviour support for people with learning disabilities, autism and complex needs. We help the people we support to be actively involved in their communities.



Contact us

Email: resourcing@dimensions-uk.org

Telephone: 0300 303 9019

Find out more

www.dimensions-uk.org/careers

Find us on social media @DimensionsUK

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Dimensions (UK) Ltd is a charitable registered society number 31192R.
Building 1430, Arlington Business Park, Theale RG7 4SA.