

Job Title: Team Leader - Residential
Reporting to: Home Manager



About the role

The Team Leader is a guiding force behind a compassionate and dedicated care team, ensuring that our residents receive the highest level of care and support with a positive behaviour, person-centred approach.

The Team Leader leads by example, promoting a culture of respect and inclusion where each resident is valued as an individual with unique needs and preferences.

Leading the care team, they provide support, empowering the team to deliver person-centred care that promotes independence, choice and dignity. Through their leadership, they not only enhance the well-being of residents but create a positive and nurturing environment where both residents and team members can thrive.

OUR HOMES PROVIDE AN ENVIRONMENT WHERE INDIVIDUALITY IS EMPHASISED AND THE PRIVACY AND DIGNITY OF ALL OUR RESIDENTS IS RECOGNISED

Duties and Responsibilities

- Build a positive and supportive rapport with residents, putting their rights, dignity and choice at the centre of all care delivery.
- Plan and implement individual programmes of care with guidance from the senior team.
- Work with the care teams to meet the daily care needs of residents, providing a high standard of care.
- Oversee the Care Assistants ensuring care is provided in a safe environment through participation in learning and development programmes. Examples of this are Safety Intervention Training, Understanding and Implementing Positive Behaviour Support, Implementing Active Support, Reflective Practice Sessions and Understanding your role in Safeguarding.
- Assist residents to take part in meaningful individualised activities and provide support for social inclusion.
- Maintain a high quality of daily record keeping.
- Understand individual risk assessment management plans and how to ensure these are implemented safely with a person's human rights at the centre of all actions.
- Understand the health and safety requirements of the role from training to ensuring to report any concerns to management.
- Work closely with health professionals and people who are important to each individual resident to ensure positive care delivery and well-being for the individual.
- Hold regular team meetings and one to one sessions to promote good communication, collaboration and continuous learning amongst the team.
- Work with the Home Manager and Deputy Manager to monitor and evaluate team performance, providing constructive feedback, coaching and support to enhance competence, confidence and job satisfaction.
- Ensure compliance with regulatory standards, Health and Safety and best practice guidelines.
- Promote Healthcare Ireland values, embedding in care delivery.
- Promote a positive and inclusive work culture within the Home, recognising and celebrating the diverse skills, backgrounds and contributions of team members.
- Stay up to date with current developments and best practice in care through continuous learning and professional development.
- Undertake any other duties that may be reasonably required as by the designated manager.

About you

- Right to work in the UK.
- QCF/ NVQ Level 3 or above (or equivalent) in Health and Social care required.
- At least 2 years' experience working in a regulated care or support environment.
- Previous experience working in a care or support environment for elderly people.
- Ability to work independently and as part of a team.
- A good standard of written and oral English.
- A non-judgemental approach to others.
- Excellent communication skills with the compassion required to deliver high-quality care to our residents.
- Respectful to not only residents but the beliefs and values of the entire team.

Additional information

- Disclosure and Barring Service - you will need to complete an Enhanced Access NI disclosure. Access NI is a branch of the Department of Justice. Their role is to process applications from members of the public who require a criminal record check for employment purposes. Healthcare Ireland require 3 forms of ID to process this check.
- You will be required to be a member of the Northern Ireland Social Care Council (NISCC). NISCC helps to raise standards in social care. They set standards for conduct, training and practice by supporting professional development across the workforce. This is an annual registration.
- Learn and develop new skills such as Safety Intervention training, Understanding and Working with Autism, Mental Health Awareness, Mindfulness and Human Rights training. These are an example of the training staff will take part in, staff will be provided with a full training package on an ongoing basis. Opportunity to apply for accredited training after successful completion of probation period.