



Job Description

January 2024

Deafblind Intervenor (Communicator Guide)

Grade: Frontline Staff Level 3 – Rate to be discussed at interview

Reports to: Deputy Manager/Operations Manager/Board of Directors

Working Hours: Thursday and Friday 8am – 4pm

Additional hours to cover as and when the service requires

Context

All of our service provision will be delivered in a person centred manner, with absolute engagement of the customer, their families and carers.

For every section of this job description, it is implicit that this will be the **starting point**. The behaviours and attitudes found later in this document, are also implied in all aspects of this job description.

In this role you are a **frontline staff member**, supporting a young man with Multi-Sensory Impairment. The role of an intervenor is a **specialist one, promoting independence and supporting customers who are Deafblind or Multi-Sensory Impaired to maximise their potential to learn, live and contribute in a hearing/sighted world, where otherwise they would find themselves socially excluded.**

You are appointed to work at Mower's Ark CIC but you may be required to work at other locations at the discretion of the Company and with appropriate notice, in order to support people in the most flexible and person-centred way that we can. You may be asked to work in different services or settings in the future.



Purpose

As a trained intervenor, you will understand the impact of multi-sensory impairment on the developing person and have the skills to facilitate and support communication, mobility and orientation. This is a very practical role which is one to one and hands on.

You will

1. Work on a 1:1 basis with the Deafblind Customer in the centre and a wide range of community settings.
2. Focus on ensuring the outcomes of the customers support plans are implemented.
3. Support all aspects of learning, communication and safe movement through active exploration of the environment.
4. Ensure that the customer has full access to formal learning and maximise everyday experiences and opportunities for incidental learning.
5. Ensure that the customer enjoys his work placements, community activities, hobbies and enrichment activities.
6. Ensure that the customer maximises his opportunities for relationship building, be that at work, in the community or in the centre.

Key Responsibilities

As an Intervenor you will have training in the following areas and be able to demonstrate practical skills and knowledge in your role: -

1. Deafblindness and MSI – an understanding of the heterogeneous nature of the population, and an in-depth knowledge of the conditions and causes of MSI.
2. British Sign Language **at a minimum of Level 2**. A high level of signing ability and the ability to develop signing skills with the customer.
3. A 'Total Communication Approach', including the integrated use of communication methods, for example environmental cues, touch cues, object cues, calendar systems, adaptive sign language, tactile signing, alternative and augmentative communication methods and speech.



4. Touch Interaction – an ability to explore the ways of becoming a good communication partner.
5. Mobility and orientation – included sighted guide, mobility devices and developing routes
6. 'Interactive Environments' – understanding how to adapt classrooms, community spaces or the workplace to be more reactive to meet the customers needs.
7. The learning environment – an ability to adapt the environment for auditory and visual needs (noise, positioning, lighting etc).
8. Enabling the customer to become an increasingly independent young man through planned support.
9. Contributing to the planning and preparation of learning and developmental activities.
10. Devising clearly structured activities that interest, motivate and advance learning.
11. Supporting the inclusion of the customer in the learning/workplace activities and in interaction with peers.
12. Adapting materials and activities to the customers individual needs.

Personal Qualities

The professional focus of all intervenors is to enable another individual to achieve their full potential.

An Intervenor's personal qualities play an integral part, alongside skills and knowledge in contributing to the customer's progress, achievements and sense of wellbeing.

You will :

1. Feel comfortable working in close physical proximity to customers whilst frequently using touch to communicate with individuals who are tactile learners.
2. Have a natural respect for customers/young people with disabilities.
3. Be patient, resourceful and have a good sense of humour.
4. Be able to learn from interactions and adapt your practice as a result.
5. Have the ability to work hard at relationship building.
6. Be confident in communication skills.
7. Have the ability to work unsupervised.
8. Have the intellectual acumen to reflect and develop your own practice.



Person Specification

Essential	Desirable
A good level of English – written and verbal	Teaching Qualification
Minimum Level 2 British Sign Language or A native Deaf person	Experience of working within an additional learning setting
Experience of working with people who are Deafblind/with MSI	Deafblind Intervenor qualification.
A commitment to the vision and values held by Mower's Ark CIC	Training in Systematic Instruction (TSI)
Experience of providing support and personal care	
Experience of maintaining up to date and accurate records and report writing	
Experience of planning and delivering a range of learning activities or access to opportunities	
Being open to criticism and focus on consistent improvement, striving for quality	

Job Description January 2024

Angelica Phillips Managing Director



Mower's Ark CIC Registered Company Number 12127764

www.mowersarkcic.co.uk