

**Manchester Local Care Organisation  
Role Profile**

**Positive Behaviour Support Practice Lead, Grade 10**

**Adults' Directorate  
Reports to: Service Manager  
Job Family: People Care and Support Indirect**

**Manchester Local Care Organisation**

Manchester Local Care Organisation (MLCO) has been established by the partners (Manchester City Council, Manchester University NHS Foundation Trust, Greater Manchester Mental Health Service NHS Trust and Manchester Primary Care Partnership) to integrate, plan and manage community health and social care across the City. By working better together, we are bringing community health and social care services together across the city. Our Learning Disability, Complex Need and Provider services will develop partnerships and build on existing community assets to facilitate improved delivery focused on place. We will be able to provide improved care to support the people of Manchester to live healthier, more independent and fulfilling lives and be part of a thriving and supportive community. Your role is deployed into MLCO by your employer: Manchester City Council.

**Key Role Descriptors:**

The role holder will monitor the provision of service in accordance with the changing demands for care and people support services and statutory responsibilities through the effective use of the performance management framework.

The role holder will provide effective leadership to a team of professional practitioners within a care and/ or support service with responsibility for planning and managing resources within the service to support the delivery of service objectives.

The role holder will be responsible for effectively managing safeguarding risks by working effectively within a clear framework of accountability.

The role holder will encourage and promote strategic collaboration with key partners to ensure service users are able to access a broad range of provision to meet their needs.

**Key Role Accountabilities:**

To offer advice and consultation on a Positive Behaviour Support approach to support staff Through close working relationships with stakeholders, support the development of effective business processes, policies and strategies to improve outcomes for vulnerable residents of the city.

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Drive the effective delivery of work packages to ensure service objectives are achieved, to support the effective decision-making processes of the Council and to enable it to meet its legal obligations and strategic objectives.

Effectively manage, motivate and develop staff through effective supervision and performance management, to ensure employees are motivated to achieve service and organisational goals and that performance and contribution are utilised to maximum effect in the delivery of key objectives.

Implement and be accountable for effective quality assurance and robust performance management to ensure the achievement of service objectives which represent the needs of individuals and their families.

Establish close links with a wide range of stakeholders and partners to ensure that agreed strategies are developed and implemented and the residents of Manchester are able to access suitable opportunities.

Ensure that the organisational direction of travel and agreed policies / procedures are embedded within work delivered across the assigned service area, including consideration of Public Service Reform principles.

Effectively commission work packages both within their service area and from other service areas / organisations in order to provide a holistic approach to advice and ensure that all factors are accounted for in the decision-making processes of the organisation.

Monitor the quality and integrity of data to ensure the effective delivery of the service ensuring all management information clearly illustrates achievement and progress.

Effectively manage designated budgets, ensuring sound financial management and adherence to relevant City Council financial procedures and funding parameters.

A strong and clear advocate for the organisation's **m people** approach.

Manage assigned resources effectively including the matrix management of staff as required. The role holder will be expected to effectively co-ordinate resources to support the principals of 'joined up' communication and to ensure efficiencies are achieved.

Demonstrate personal commitment to continuous self-development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.

**Where the role holder is disabled, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all duties of the job. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.**

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**Role portfolio:**

Manchester City Council and the NHS are working in partnership in Manchester and Trafford to design and deliver health and care services that help people lead healthier lives. The Manchester Local Care Organisation ('the LCO') has been established to bring community health and social care professionals together in the same organisations, working to a shared vision for better health and care services delivering better health outcomes for people.

This role will be located within Adult Social Care's (ASC) Provider Services i.e., the Disability Supported Accommodation Service (DSAS), Day Services, Short Breaks and Shared Lives. These service's provide person-centred support to over 400 people with a learning disability and autism and/ or a physical disability. The service's key objectives are to enable people, whose needs range from requiring a low to complex response, to live as independent lives as possible.

Although located within Provider Services the expectation is that the role will develop relationships and aligned delivery with key services such as, Preparation for Adulthood and Transitions, Learning Disability Social Work and Community Health Learning Disability Services.

In 2023 ASC launched an ambitious transformation programme for its learning disability and autism services. A key element of this transformation is the development and embedding of a workforce model that provides specialist training, knowledge and education to ensure people are receiving the best possible support.

This role will be the inspirational and transformational lead for achieving this ambition by working with the workforce to develop and embed a practice model that promotes cultural change to create a flexible, highly skilled and sustainable workforce. A workforce that can directly meet the needs of people with a learning disability through the provision of a strengths-based and outcomes focused approach.

The role will coach, train and develop the workforce to be responsive to people's needs including the ability to understand, develop and deliver interventions to support people presenting distressed behaviours. This includes the role holder completing direct delivery of interventions where required.

A key expectation of the role is the creation of a centre of excellence across Adult Social Care's learning disability and autism services, aligned with key partners such as, Health, the VCSE and the external care market. The inclusion of the voice of the people we care for, and support will be a key driving force with the expectation that the development and implementation of workforce models and interventions are co-produced, co-designed or consulted with experts by experience.

**Key responsibilities:**

To oversee and carry out comprehensive functional assessment using the positive behaviour support framework; working with stakeholders and leading on the synthesis of

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assessment outcomes, formulation and the development of positive behaviour support plans.

To oversee the implementation and evaluation of behaviour support plans and to support staff to implement a variety of positive behavioural interventions.

To demonstrate the values of a Positive Behaviour Support approach and work with staff to ensure that the citizens receive a holistic, person-centred service with an emphasis on the prevention of behaviours of concern and improved quality of life.

To offer advice and consultation on a Positive Behaviour Support approach to support staff

## **Key Behaviours, Skills and Technical Requirements**

### **Our Manchester Behaviours**

- We are proud and passionate about Manchester
- We take time to listen and understand
- We 'own it' and we're not afraid to try new things
- We work together and trust each other
- We show that we value our differences and treat people fairly

### **General Skills**

- **Communication Skills:** Speaks fluently and writes articulately, expresses opinions, information and key points of an argument clearly, makes presentations and undertakes public speaking with skill and confidence; responds quickly to the needs of an audience and to their reactions and feedback; projects credibility.
- **Analytical Skills:** Demonstrates the ability to apply analytical and logical thinking to gathering and analysing information, designing and testing solutions to problems, and formulating plans.
- **Planning and Organising:** Ability to maintain focus and objectivity under various conditions and skill in managing and maintaining a multi-priority workload, progressing various ideas and plans concurrently.
- **Problem Solving and Decision Making:** Uses creative ability to find solutions and whilst considering policy and procedure is also confident in adopting (and justifying) novel or non-standard approaches.

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- **Creative Skills:** Thinks creatively to plan and examine potential business processes and operating models and to develop a range of creative and original solutions that meet the strategic needs of the business.
- **People Management:** Has ability to secure and direct resources for a wide area with diverse staff with clear risks attached to decisions. Ability to define and articulate a strong sense of purpose and engender commitment across individuals and groups to a set of shared objectives.

### Technical Requirements (Role Specific)

- Proven extensive experience and knowledge of working with people with a Learning Disability and Autism including theoretical underpinning and experiential knowledge.
- Proven experience from direct practice, training and qualifications in Learning disability and Autism interventions such as, Positive Behaviour Support, Active Support, Total Communication.
- Qualification in PBS, with an in-depth understanding of the principles and application of PBS
- Experience in coaching, training and supporting staff and supporting service development.
- Willingness to consent to and apply for an enhanced Disclosure and Barring Service (DBS) Check.
- Willingness to travel to any location within the boundaries of the city of Manchester.