



Role: **Vision Skills Specialist**

Location: ChildVision Campus - Cork

Hours: 39 hours per week (1 position) / 20hours per week (2 positions)
Monday - Friday

Duration: **Permanent**

About Role:

ChildVision are in the process of developing a vision team. This team will be a crucial component of our clinical therapy team and will be a fundamental building block in ChildVision's specialist vision services with responsibility for, but not limited to;

- Assessing the functional vision abilities and needs of each child and young adult
- Setting up and developing individualised vision skills programmes to ensure that each child and young adult has opportunities to maximize their visual potential
- Setting up and delivering vision skills programmes and training (visual and non-visual strategies)
- Providing advice, consultancy and training to internal and external professionals
- Working in collaboration with the wider Multidisciplinary team of professionals at ChildVision

Meeting with prospective new parents, especially in the Early Years setting, offering help and support and triaging the needs of the family in terms of what they need and who they need to see.

Duties:

- Organizing assessment components based on chief concerns and predictions of functional difficulties.
- Assessment of child and young persons' competency in their ability to access educational and recreational activities.
- Writing a comprehensive assessment report to share with the child or young person's educational, medical and clinical team.
- Developing practical adaptations and strategies individualised to the child or young person to enhance accessibility to the educational curriculum and social activities.
- Providing feedback, and advice to families and external professionals.
- Working as part of a MDT.
- Liaising with CDNT and Primary care nationally.

Required Skills and Knowledge:

- Minimum three years' experience working with children and young people with visual impairments and complex or multiple disabilities.
- Minimum five years' experience working with children and young people 0-18 years with disabilities.
- Knowledge of the visual system and visual impairment both oculomotor and neurological.
- Understanding of the different stages of visual development and how it impacts on all areas of development.

Qualifications:

Degree Level in health, social or education

Specialist diploma or experience in visual impairment or relevant area.

- Orientation and Mobility
- Assistive Technology
- Assisted Daily Living Skill
- Technical Skills

Planning and Organising of Activities and Resources

- Plans and organises activities and necessary resources efficiently and effectively.
- Understands the importance of time management for themselves and in particular how this translates to organising their assigned workload.
- Demonstrates the ability to arrange and schedule activities factoring in visual impairment requirements.
- Deals with unexpected scenarios under supervision with persistence and flexibility to ensure the achievement of goals.
- Maintains a disciplined and professional level of performance under sustained or situational pressure.

Integrity & Decision Making

- Holds an appropriate and effective set of professional values and beliefs and behaves in line with professional standards as set down by ChildVision
- Makes decisions in a well-judged and timely manner bringing all relevant information to bear.
- Uses logical analysis to break complex problems into their component parts.
- Promotes and consistently supports the demonstration and development of evidence based service delivery.

Service Delivery & Initiative

- Collaborates with the service user, their decision-making supporters and all relevant stakeholders to identify and achieve their goals.
- Takes initiative to move the service forward and shows a willingness to try out new ideas under supervision that add service deliver value.
- Commits to achieving evidence based goals and continuous improvement of the service.
- Shows enthusiasm and a high level of motivation in completing work. Building and Maintaining Working Relationships
- Forms strong positive working relationships across all areas of the service, build on a common understanding.
- Demonstrates a supportive and reciprocating work style including strong empathy with the service user, their family/friends and their decision-making supporters.
- Communicates effectively with service users in order to provide a person centred service.
- Works appropriately with all stakeholders.

Team Working

- Actively contributes to effective team working.
- Attends and actively contributes to relevant clinical and professional and team meetings.
- Participates in training and developmental opportunities as identified and agreed.
- Supports and contributes to research initiatives as required

Health & Safety

- Be fully aware of the organisational and employee duties under the Safety, Health and Welfare at work Act 2005.
- Adhere to the directions within the organisational Safety Statement and

associated policies and procedures.

- Comply with best practice in all aspects of work and specifically in relation to safe handling and health and safety and security.
- Be aware of and practice the correct use of all equipment e.g. hoists and notify any faults immediately.
- Ensure all accidents/incidents be they staff or service user, are reported and documented in keeping with ChildVision policies and procedures.
- Contribute to the maintenance of the risk register for the designated centre ensuring risks are addressed appropriately and in a timely manner.
- Contribute to the development of emergency actions and plans.
- Ensure fire and safety precautions are implemented and maintained and fire drills are organised regularly in line with agreed procedures.

Professional/Team & Organisational Quality & Development

- Maintains standards of practice and levels of professional knowledge including participating in continuous professional development, attending training courses and participating in research.
- Participates in professional supervision and performance management and engages in reflective practice and ongoing Continuous Professional Development.
- Ensures that a high standard of personal professionalism is maintained at all times and in all aspects of work.
- Actively participates in the setting of team and organisational goals.
- Participates as required by ChildVision in service training, study days etc.
- Supports other members of the team as appropriate and as required.
- Participates in the induction of new staff into the service as required.
- Understands and works within all ChildVision Guidelines, Policies and Procedures.
- Adheres to requirements to the collection of data and record keeping in accordance with agreed procedures and as required with ChildVision services

Terms & Conditions:

Reporting to:

Low Vision - Clinical Lead

Annual leave:

Annual leave entitlement is 30 days pro rata per annum

Garda Clearance/ Police Clearance:

These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons. This will include any state outside of Ireland where the candidate has resided for a period of 6 months or more.

Pay:

Salary scale Scale, Range €42715.76 to €59971.52

Sick Pay:

All periods of sickness exceeding 3 days must be medically certified.



Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor.

Upon completion of 12 months, continuous service with the Company sick pay will be as follows. Full pay less social welfare for the first 12 weeks of sickness in any 12month rolling period and half pay less social welfare for a further (6) weeks of sickness absence in the same 12 month rolling period.

In exceptional circumstances, the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience

Probation:

A probationary period of 6 months applies.