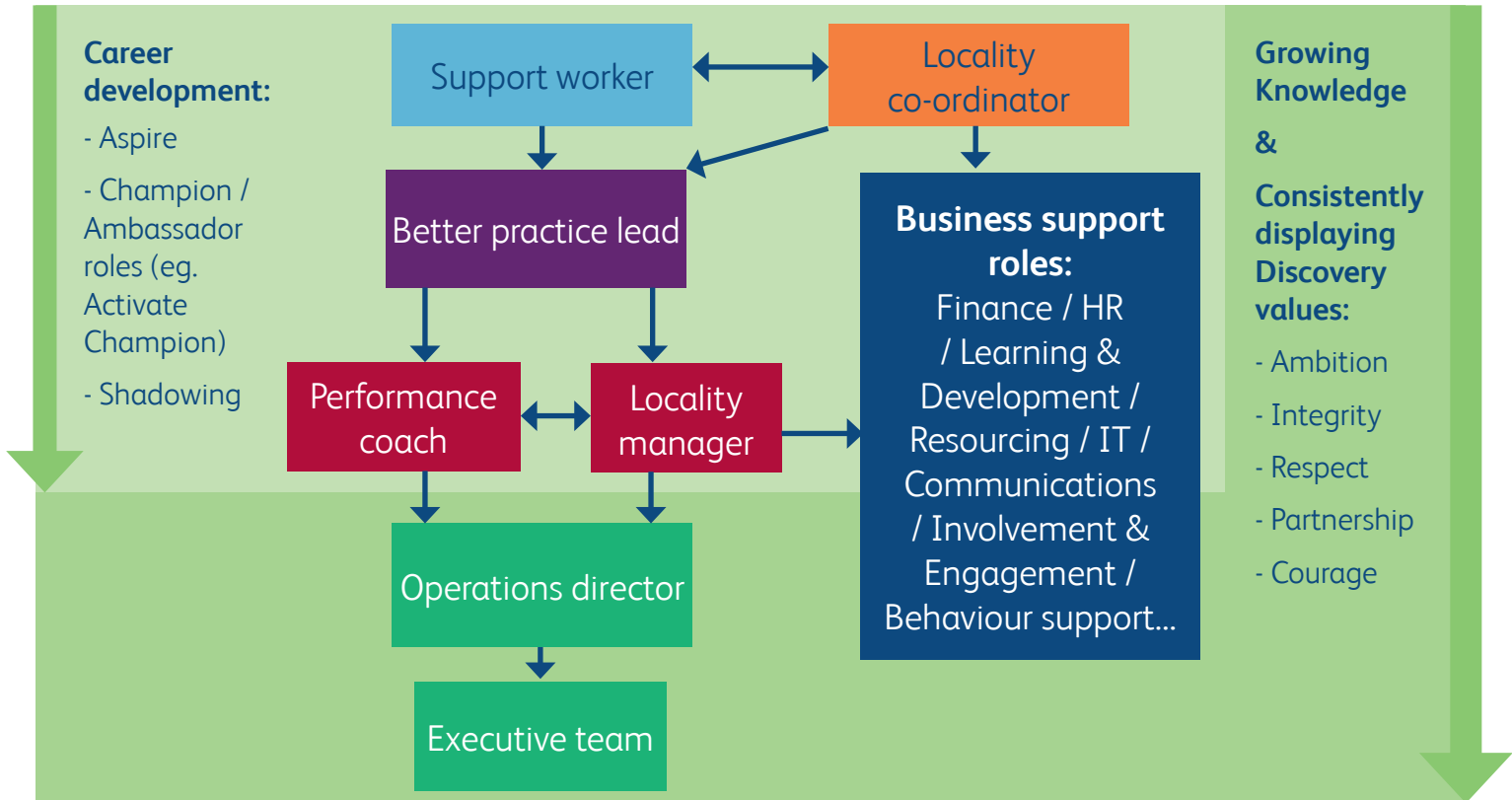


# My career pathway

There are many ways to build your career at Discovery, many different paths to take. Some typical journeys are described here, along with the core skills needed for each role (colour coded.)

You can help grow your career by building your own experience and consistently displaying our values in all aspects of your work. And why not take advantage of our structured opportunities for career development, such as Aspire?

Your manager, alongside our learning and development team, can guide you further. Or why not search the careers section of the Discovery website to find out how others have progressed?



## Core skills:

Support worker
L2 Adult care worker
Essential in-house training
Care certificate

Better practice lead
As support worker +
Practice leadership
Mentoring / coaching
L3 lead adult care worker

Locality co-ordinator
L2 Business administration
Essential in-house training

Performance coach & locality manager
As better practice lead +
Manager induction standards
Manager training
Level 5 leadership for health & social care
Lead to succeed management training

Business support roles - bespoke skills development
Speak to L&D for specialist training advice

Operations director & executive team- bespoke skills development
Group leadership programmes

# Our roles in a nutshell...

## Support Worker

As a Support Worker, you'll help people we support to live the life they want, ensuring they have choice and control over the planning and delivery of their support.

You could be part of a team supporting one person in all aspects of his or her life, or you might support several people for a few hours each week in line with their needs. Whichever, you'll work alongside them, their families and the professionals around them to design and deliver ambitious support centred on them as individuals.

Whichever role you have, your values will match our own. You'll help the person you support believe in their potential and develop ambition for the future. You'll act courageously, with integrity and respect at all times. And you'll work in a positive partnership with all those who form the person's circle of support.

## Locality Co-ordinator

As a Locality Coordinator you'll support Locality Managers to ensure their localities operate effectively and efficiently. You'll be a fantastic administrator, with strong attention to detail and a sense of real responsibility; the effective running of our services, from rota management to payroll, depends on you.

The role is extremely varied. One week you might be planning an event for families, the next you might be scheduling rotas.

## Better Practice Lead

As a Better Practice Lead you'll work alongside Locality Managers to coach and mentor Support Workers. You'll ensure the locality delivers outstanding support, and the people we support achieve their outcomes, following Discovery's best practice approach. Much of your time will be on-rotas.

You will be a role model for support colleagues, combining your experience with your values to ensure support teams make the right decisions and deliver support in the right way. Wherever you work, you'll help create a positive learning environment and nurture and develop your team of support workers.

## Performance Coach

As a Performance Coach you'll work closely with the Operations Director and Locality Managers to provide targeted, values-led support to teams to ensure that the services we deliver are compliant with CQC regulations, Dimensions Group Standards and best practice, resulting in real outcomes for people we support.

You'll use your extensive experience to advise services on how to move from good to great. You'll support Locality Managers to successfully implement action plans and respond to compliance audit recommendations. And you'll be responsible for service improvement in times of crisis.

## Locality Manager

As a Locality manager you'll provide front-line leadership within your locality, supporting colleagues to be the best they can be and ensuring the people we support develop greater choice and control over their lives.

You'll be accountable both for delivering quality services within your locality, and for their financial performance. You'll work with the quality review team and performance coaches to continually drive service improvement.

You'll manage a number of Support Workers along with a Better Practice Lead and have primary responsibility for managing relationships with key stakeholders, particularly including families.

You'll also support our business growth, contributing to any tenders as needed.

## Operations Director

As an Operations Director you'll be a key leader in our senior operational management.

You'll provide strong leadership, managing people and budget to drive the highest standards of performance across a range of support services in a defined geographical area.

You'll ensure your services are delivered in a way that puts the people we support at the centre of their care and support, promoting rights, choice, dignity, diversity and value for money, meeting all organisational and statutory requirements and delivered in compliance with Care Quality Commission (CQC) Guidelines and Dimensions Group Standards, Policies and Procedures.

## Get more from life