



AUTISM & NEURODIVERSITY
NORTH SCOTLAND

Job Description for Neurodiversity Support Worker (NDSW) A-ND Highland

- Location: A-ND Highland, Unit 9-10, Bridgend Business Park, Dingwall, IV15 9SL.
- Salary: £25,529.40 per annum (additional sleepover allowance of £130.22 paid for hours between 10pm-7am).
- Closing date: 30th August 2024.
- Interview date: **TBC** (held in person, in Dingwall)
- Start Date: On successful completion of all safer recruitment requirements
- Induction Training: Will be provided within role within first 2 weeks, and followed by formal organisational induction training within first 6 months of start date.

Roles available and Shift Patterns:

- ∞ **Full-Time:** 3 days on within 7, 4 days off on a rolling rota (12-hour shifts: 7am-7pm, 8am-8pm, 9am-9pm, or 10am-10pm). Additional Sleepover from 10pm – 7am for some people we support required.
- ∞ **Part-Time (1/3):** 1 day on within 7 (12-hour shifts), 3 days off on a rolling rota, with FTE salary. Additional Sleepover from 10pm – 7am for some people we support required.
- ∞ **Part-Time (1/4):** 1 day on within 7 (12-hour shifts), 4 days off on a rolling rota, with FTE salary. Additional Sleepover from 10pm – 7am for some people we support required.
- ∞ **Sessional:** Minimum of one 7-hours per month. Additional Sleepover from 10pm – 7am for some people we support required.

Are you passionate about supporting neurodiverse children, young people, and adults? Do you want to make a meaningful impact on the lives of individuals and their families? A-ND (www.a-nd.org.uk) is seeking dedicated and enthusiastic Neurodiversity Support Workers (NDSW) to join our team in Dingwall, Highlands.

The Role

As a Neurodiversity Support Worker, you will provide direct, one-to-one support to neurodiverse children, young people, adults, and their families. This role is both varied and rewarding, offering you the opportunity to engage in a wide range of activities, not limited to but including:



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- ∞ Breakfast Club: Assisting children with a structured start to their day at our Dingwall facilities.
- ∞ Stay and Play Sessions: Facilitating engaging and supportive play sessions for children and their families, based at our Dingwall facilities.
- ∞ Afterschool Support and Care: Providing essential afterschool activities and care to help children and young people thrive, based at our Dingwall facilities.
- ∞ Playscheme and Clubs: Leading activities during weekends and school holidays, ensuring that children and young people have access to supportive and stimulating environments, based at our Dingwall facilities.
- ∞ Home Care and Support: Delivering care and assistance within the homes of our children, adults, and families within a 15-mile radius of our Dingwall facilities. This can include sleepovers for some people we support.

What We Offer

- ∞ A competitive salary with a variety of shift patterns to suit your lifestyle.
- ∞ A chance to work in a supportive and collaborative environment within a strong team of around 20 professionals.
- ∞ Comprehensive induction and ongoing training, including access to SVQ Level 2 and 3 after one year of continued service.
- ∞ The opportunity to make a real difference in the lives of neurodiverse individuals and their families.
- ∞ Access to state-of-the-art facilities at Dingwall and within the local community.

Requirements

Preferred: Valid driver's license, although non-drivers will be considered if all other criteria are met.

Essential: A passion for working with neurodiverse individuals and a commitment to providing high-quality, person-centred care and support. Must register with SSSC.

Desirable: Previous experience in a similar role and relevant qualifications, although full training will be provided.

How to Apply

If you're ready to embark on a fulfilling and impactful career with A-ND, we'd love to hear from you. Please submit your CV and a cover letter explaining why you're the ideal candidate for the role as soon as possible.



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Join us at A-ND and be part of a team that's dedicated to making a difference. Together, we can support neurodiverse children, young people, and adults in reaching their full potential.

Apply Now: jobs@a-nd.org.uk

Closing Date: TBC.

Interview Dates: TBC

Start Date: On successful completion of all safer recruitment checks.

Contact Information: For any inquiries, please reach out to us at our head office number on 01224 277 900 or email jobs@a-nd.org.uk

We look forward to welcoming you to our team!

A-ND operate an equality, diversity and inclusion policy and commit to treating all our candidates and jobseekers fairly. We welcome and encourage applications from everyone regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

A-ND commit to offering neurodivergent applicants an automatic interview should they meet all essential criteria.