

Regional Support Worker

Job Description and Person Specification

The Role

As a Regional Support Worker, you'll provide consistent, high-quality support to people with a variety of needs across multiple services and locations. You'll work on a contracted basis, with permanent hours and a regular rota — but your day-to-day work will take place across different support packages in your region.

You'll be trained to work confidently in a range of settings, supporting individuals with autism, learning disabilities, behaviours that challenge, and complex clinical needs. Some people need support with daily routines and personal care; others may require medication, specialist communication, or behaviour support. Every person — and every day — is different.

This is a dynamic, hands-on role, offering variety and real purpose. It's ideal for someone who thrives on flexibility, consistency, and making a difference across multiple teams.

What You'll Be Doing

Support Delivery

- Provide consistent, person-centred care across multiple services
- Work in line with personalised support plans for each individual
- Assist with routines including personal care, mealtimes, mobility and medication
- Support access to community activities, education and social opportunities
- Respond to changing needs and environments calmly and professionally

Compliance & Standards

- Follow all policies, procedures and care protocols across services
- Maintain up-to-date, accurate records on each shift
- Complete all required training across service types and retain full competence
- Promote safeguarding, safety and dignity at all times

Teamwork & Communication

- Work collaboratively with different local teams, professionals and families
- Communicate effectively across services to ensure continuity of care
- Attend mandatory learning, supervision and team events as required
- Adapt to different ways of working while upholding a consistent standard of care

Who We're Looking For

You Bring

- A caring, flexible and reliable approach
- A full UK driving licence and access to your own vehicle (this is essential for the role)
- The ability to follow detailed guidance across multiple service types
- Strong communication and teamworking skills
- A calm, solutions-focused attitude when responding to change
- Willingness to travel across the region and work shifts, including evenings, weekends and bank holidays

Experience in care is welcome, but not essential. If you share our values, we'll give you the training and support you need.

You Might Also Have

While not essential, it's great if you:

- Experience supporting people with complex needs or in varied settings
- Confidence working independently while maintaining structure and routine

These aren't must-haves – we care more about the kind of person you are and the values you bring.

Our Values

We expect all colleagues to uphold our core values:

- **Compassionate** – We act with kindness and empathy
- **Accountable** – We take responsibility and own our actions
- **Respectful** – We value every individual's dignity and rights
- **Empowering** – We support people to take control of their own lives

In Return, We Offer

- A permanent contract with guaranteed hours
- Full training across a range of support needs and settings
- A structured rota with the flexibility to work across different services
- Ongoing support from local teams and managers
- Real variety, career development and the opportunity to make a wider impact