



# north east sensory services

achieving independence for blind & deaf people



## Vision Rehabilitation Specialist Joint Sensory Team

**Location:** Based in the Dundee office

**Hours:** Full Time 36.25 hours per week

**Salary:** £38,362.25 – £42,326.17 dependant on experience

**This post is subject to membership of the PVG scheme**

**Benefits:**

**Pension:** 7% employers & 3% employee's

**Annual Leave:** 32 days (includes 5 fixed and 7 floating public holidays)

**Learning and Development opportunities**

**Employee Assistance Program**

# About NESS Services

## Our Mission

Achieving Independence for Blind and Deaf People

## Our Values

As an organisation, NESS needs to be effective, innovative, and competitive.

Our people work in a way that is professional, flexible and responsive and accountable.

## Our Vision

A Scotland aware of the needs of people with sensory impairment, that includes them as equal participants in community life and offers them the opportunities available to all

North East Sensory Services (NESS) supports people living with a sensory loss in Aberdeen City, Moray, Angus and Dundee. Everything we do aims to work towards our mission of “achieving independence for blind and deaf people”. All our services are joint sensory services, so our staff support people with a significant sight loss, a hearing loss, sight and hearing loss, who are Deaf BSL users or who are Deafblind.

Living with a sensory loss can bring huge challenges and everyone with a sensory loss will have a different experience, requiring specific information and support. Our job is to provide our service users with the information, advice and support that they need, so that they can live the life they want with their sensory loss.

More information about our services is available on our website  
[www.nesensoryservices.org](http://www.nesensoryservices.org).

NESS is an equal opportunities employer and welcomes applications from all sections of the community. We particularly encourage applications from people with sensory loss or disabilities and guarantee an interview for all disabled applicants who meet the essential criteria for the job.

# Our five leadership qualities

- Capable: being good at what you do; using knowledge and information to inform effective practice.
- Committed: to our values; dedicated to your role, responsibilities, and the vision and values of the organisation; supporting people to achieve what is important to them.
- Connected: with others within and out with NESS; work as a team to achieve outcomes; build and maintain strong relationships
- Communicating: good at listening and influencing others; recognise different ways of communicating and supporting people to be heard.
- Caring: generous, kind and willing to support others.

## About the role

**Purpose:** Provide person-centred rehabilitation support for adults with sight loss (and dual sensory loss), enhancing independence, mobility, confidence, and quality of life. On occasion work with children and young people as they move from children's services to adults' services, which requires liaison with Vision Habilitation Specialists.

As a key member of the statutory services fieldwork team, you will support people with sensory loss, particularly vision impairment, to live independently. You will assess needs, design and deliver support plans, and provide interventions that promote self-reliance, communication, mobility, and overall wellbeing.

### Core Objectives

- Deliver and evaluate professional rehabilitation interventions that enhance skills, confidence and independence.
- Develop tailored support plans that reduce risks and reduce dependence.
- Advocate for people with sight and hearing loss and for NESS, promoting accessible services, equality, and social inclusion.

As NESS also supports people experiencing hearing loss, the role requires supporting people with hearing loss and who are Deafblind.

## Key Responsibilities

### Rehabilitation & Service provision

Carry out specialist assessments of functional vision, daily living needs, and mobility by collaborating with individuals to set personal goals and action plans that promote independent living.

- Plan, implement, evaluate and adapt rehabilitation programmes to maximise independence, safety, dignity and choice, through:
  - Daily Living Skills – teaching new techniques or adaptations for personal care, cooking, home management, employment and leisure.
  - Communication Skills – providing training in accessible formats such as print, Braille, Moon, audio description, ICT, telephony, Deafblind manual, and block alphabet.
  - Mobility Training – delivering planned programmes in orientation and mobility, including guiding, pre-cane, long cane, route planning, and use of specialist equipment.
- Low Vision Support – working with NHS low vision services and NESS ICT workers to optimise functional vision, including advice on magnifiers, lighting, and assistive devices.
- Supporting complex needs – working with adults who have additional challenges such as dual sensory loss, learning disabilities, physical disabilities, or mental health conditions
- Hearing loss support – providing appropriate support for people with hearing loss, deafness, or who are Deafblind.
- Information, Advocacy & Liaison – collaborating within a multidisciplinary joint sensory team and with other statutory and voluntary sector services to provide integrated support; promoting CVI registration; supporting access to benefits, services and workplace adaptations.
- Safeguarding – working within safeguarding frameworks to identify and reduce risks to individuals, families, carers, staff and the community.
- Emotional Support – recognising the psychological impact of sensory loss and offering appropriate emotional support to individuals and their families.
- Signposting & Referrals – connecting service users with statutory, voluntary, health, education, welfare, employment and community services.
- Advocacy – supporting individuals to represent their own views, needs and cultural identity.
- Equipment & Environmental Support – recommending specialist aids, conducting environmental access audits, and contributing to local forums (e.g. Dundee Access Group) to promote inclusion.

## **Other key duties and responsibilities**

- Conduct risk assessments and be aware of health and safety obligations.
- Adhere to NESS policies and procedures, including HR, safeguarding, confidentiality and health & safety requirements.
- Maintain confidentiality regarding sensitive information related to service users, volunteers, staff, supporters and partner organisations.
- To become familiar with NESS's services, establishing good, productive, team-working relationships with all colleagues.
- Ensure all communication (internal and external) meets accessibility best practice.
- To make effective use of training opportunities made available and be proactive in seeking appropriate training.
- Undertake relevant duties as delegated by line manager.

## **Personal & Professional Development**

- Take responsibility for your own professional practice and professional development, with appropriate supervision and managerial support. Prepare for and participate in regular supervision and annual appraisals.
- Monitoring & Reflective Practice – maintaining accurate records, monitoring progress and outcomes, and engaging in CPD and peer-reviewed reflective learning.
- Maintain up-to-date knowledge of relevant legislation standards, and best practice guidance.
- Keep up to date knowledge of eye conditions, treatments, specialist equipment, and teaching/learning theories.
- Undertake British Sign Language training up to Level 2 (training provided).
- Maintain accurate and up-to-date case records using Charity Log (training provided).
- Be willing to work in a dog-friendly environment.
- Be prepared to travel independently as part of the role.

# About you

## Qualifications & Professional Standards

- SCQF Level 8 or QCF Level 5 (England and Wales) or equivalent Foundation Degree in Rehabilitation Work (Vision Impairment); DipHE in Rehabilitation Work (Vision Impairment)
- **Desirable:**
  - A Habilitation qualification
  - RNIB low-vision or Eye Clinic Liaison Officer training
  - British Sign Language qualifications

## Essential Experience & Knowledge

- Experience of carrying out assessments, goal setting and delivering rehabilitation programmes for people with sight loss.
- Knowledge of eye conditions, treatments, and low vision aids.
- Ability to provide emotional support and work sensitively with individuals and families.
- Commitment to safeguarding, equality, diversity and inclusion.
- Ability to work independently and as part of a multidisciplinary team.
- Competence in maintaining accurate records and producing reports.
- Willingness to undertake BSL training (up to Level 2).
- Flexibility to travel independently across service areas.

## Desirable

- Experience of working with people with dual sensory loss, learning disabilities, or additional health needs.
- Knowledge of community care legislation and statutory service frameworks.
- Familiarity with specialist equipment and environmental adaptations.
- Experience of inter-agency working in health, social care or voluntary sector settings and an understanding of local, regional and national sensory support services.

## Skills & Personal Qualities

- Excellent verbal and written communication; ability to tailor to clients' needs and have the ability to adapt to diverse communication needs and a variety of audiences.
- Highly organized, able to prioritise caseload effectively
- Demonstrate effective time management and the ability to prioritise while working to meet multiple deadlines
- IT literate (databases, case-notes, spreadsheets)

- Strong interpersonal skills and ability to build relationships: empathetic, patient, practical problem-solver
- Team-player work collaboratively, but also able to work autonomously
- Be self-motivated with a commitment to excellence and to being flexible and proactive.

## Application

To apply please complete the attached application form outlining your suitability for the role, your experience in Rehabilitation, and your motivation for applying to Pam Smith, Support Services Manager, at [pam.smith@nesensoryservices.org](mailto:pam.smith@nesensoryservices.org)

We advise you to refer to the 'About you' section and use this to explain your suitability for the role in your application. The more you can relate your skills and experience to this role, the higher the likelihood of progressing to the interview.

**Application deadline is Wednesday 4<sup>th</sup> February 2026.**

## Interviews

Interviews will take place at our Dundee office. You will be asked to discuss a practice scenario provided on the day and this will be followed by questions linked to the role and responsibilities listed.

**Interviews will take place on Thursday 12<sup>th</sup> February 2026.**

**Please note previous applicants need not apply.**

