



## **Community Rehabilitation Service Lead**

**Salary: Band:** 11, £47,181 - £51,356 per annum

**37 hours per week**

Office attendance is required, Monday - Friday, this remains flexible, subject to business needs.

**Location:** St Marys Hospital, Portsmouth

**Contract type:** Permanent

Adults Safeguarding Roles: Portsmouth City Council is committed to safeguarding and promoting the welfare of 'adults at risk' and expects all staff and volunteers to share this commitment. Every post is subject to PCC and Portsmouth Safeguarding Adults Board safer recruitment procedures.

This role requires a Disclosure and Barring Service (DBS) check which will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

This role works in partnership with health (S113)

### **The Service**

The Community Rehabilitation Service (CRS) is an integrated health and social care service supporting adults with a wide range of health and care needs. The service delivers a responsive, city wide offer that includes crisis intervention to prevent unnecessary hospital admissions, timely discharge support, and community based rehabilitation.

CRS provides an intermediate care model focused on rehabilitation, reablement, and recovery within individuals' own homes. The service operates a therapy led approach, working closely with community nursing and wider system partners to deliver high quality, person centred care.

The workforce includes Occupational Therapists, Physiotherapists, Case Coordinators and Rehabilitation Assistants working collaboratively to deliver coordinated interventions. The service supports individuals with a broad range of conditions, from simple to highly complex, with the aim of maximising independence and improving quality of life.

The service is committed to delivering innovative, forward-thinking interventions that enable people to live independently, reduce long term care needs, avoid hospital admissions, and ensure support is provided at the right time and in the right place

### **What is the role?**

The Lead for the Community Rehabilitation Service will work alongside the Therapy Leads to provide strong operational and professional leadership across the service. They will play a central role in coordinating and embedding a high-quality, short-term



reablement model that supports residents across Portsmouth to regain, maintain, or optimise their functional independence at home.

The role provides day-to-day operational oversight, ensuring the service is responsive, efficient and truly person-centred. A key focus will be preventing, reducing or delaying the need for long-term care by delivering effective reablement, promoting independence, and ensuring interventions are matched to what individuals can safely and realistically achieve at home.

In doing so, the post holder will champion Portsmouth City Council's values and actively contribute to wider local priorities, particularly around independence, prevention, and person-centred support, ensuring the service plays a strong, connected role within the Local Authority.

You will oversee the delivery of time limited reablement and rehabilitation interventions in people's homes, supporting safe discharge pathways, reducing hospital readmissions and strengthening community independence. The role ensures the team works in a consistent, goal oriented, evidence-based way, using reablement principles to help individuals rebuild confidence, mobility, daily living skills and individuals support networks.

Working closely with multidisciplinary partners including community therapists, hospital discharge teams, social care practitioners, and voluntary sector organisations you will support seamless transitions, accurate care planning and clear decision making. The Lead will champion a learning culture, support staff development, and contribute to ongoing service improvement and performance reporting.

**Key responsibilities:**

1. Provide daily operational oversight of the Community Rehabilitation Service, ensuring safe, timely and effective delivery of interventions alongside the therapy leads.
2. Lead staff across the service, offering supervision, coaching, and professional support to enable confident, autonomous, person-centred decision-making.
3. Coordinate the delivery of short-term reablement, rehabilitation and functional assessment in people's homes, ensuring consistent practice.
4. Work collaboratively with hospital discharge teams, community services, therapy teams and social care to support smooth transitions and accurate care planning.
5. Ensure individuals receive meaningful goal-setting, clear reviews and interventions matched to their functional abilities and desired outcomes.
6. Promote early use of equipment, assistive technology and individuals support networks to maximise independence.
7. Lead on operational problem-solving, risk management and the prioritisation of work in a dynamic environment.

8. Support service performance monitoring, using data and measures to identify barriers, drive improvements and report outcomes in accordance with Portsmouth City Council, and national priorities.
9. Maintain high standards of safeguarding, record keeping and compliance with relevant professional frameworks.
10. Support workforce development, including induction, training, competencies and reflective learning across the team.
11. Contribute to service development and quality improvement initiatives aligned with Home First, system flow and community independence priorities.
12. Working within a multidisciplinary management team ensuring the service consistently reflects Portsmouth City Council's values and contributes to wider local priorities for independence, prevention and person-centred support

### **Who is the person?**

You need:

1. Hold a relevant professional qualification in a health or social care discipline (e.g. Occupational Therapy, Physiotherapy, Social Work) and be registered with the appropriate professional body (e.g. HCPC or Social Work England)."
2. Strong leadership skills with the ability to lead and coordinate a community-based reablement service.
3. Strong understanding of reablement, rehabilitation and functional assessment and the principles of short-term intervention.
4. Skilled in prioritising and managing unpredictable or competing operational demands.
5. Ability to analyse performance information and understand system effectiveness and use evidence, data and real-time learning to improve service outcomes.
6. Strong interpersonal skills with the ability to motivate, coach and support staff.
7. Confident decision-making skills with the ability to influence.
8. Skilled in conflict management, problem-solving and managing challenging situations.
9. Strong partnership working is essential and the ability to work collaboratively across health, therapy, hospital and social care pathways.
10. Strong written and verbal communication skills, including report writing and record keeping. The ability to converse at ease with customers and provide advice in accurate spoken English
11. Ability to build effective relationships with individuals, carers, and wider support networks.
12. Commitment to safeguarding practice and safe, accountable service delivery.
13. Ability to support a learning culture, reflective practice and continuous improvement.

## **Experience**

14. Extensive experience working within reablement, rehabilitation, community health or social care settings.
15. Experience supervising or leading staff within a frontline service.
16. Demonstrated experience in managing complex or unpredictable caseloads.
17. Experience of service improvement, change management or project work.
18. Up-to-date knowledge of safeguarding, Mental Capacity Act, Care Act principles, and strengths-based practice.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.

## **General Data Protection Regulation (GDPR)**

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our [careers portal](#).