



ADULT LEARNING
DISABILITY SERVICES
TALENT POOL

HELLO, NICE TO MEET YOU

Thank you for your interest in our brand new Adult Learning Disability Services Talent Pool. This is a new approach to recruitment for us, and we're really pleased you're taking the time to explore this job pack.

Our service is a vital pillar of support for the people who use our services, and our goal is to enable and empower them to live fulfilling lives.

With roles available across multiple locations and at a range of levels, there are opportunities for a wide variety of candidates. We are committed to creating inclusive opportunities, and this is reflected throughout our recruitment process, where we use values-based assessments that focus on your approach and behaviours, rather than solely on experience and qualifications.

We are passionate about how you work with people and the positive impact you have on our service users' experiences, and this is what we will be looking for throughout the process.

We encourage you to apply, even if now doesn't feel like the right time for a career move. We will keep your details on file and contact you when suitable opportunities arise, and it's absolutely fine if the timing isn't right then.

In this pack, you will find an introduction to the service from our managers, employee stories about careers within the service at Manx Care, and an overview of how the service operates and delivers essential support to adults with learning disabilities across the Isle of Man.

If you have any questions, you are very welcome to get in touch with Joanna Bevan at Joanna.Bevan@gov.im, who will be happy to help.

To apply online, please scan the QR code. If you would prefer a paper application form, please contact our recruitment team on 01624 685000.

We look forward to welcoming your application!



A MESSAGE FROM SHAUN

HEAD OF ADULT LEARNING DISABILITY SERVICES

Adult Learning Disability Services (ALDS) is undergoing a period of significant and positive change. We are modernising our service so that adults with learning disabilities on the Isle of Man receive the right support, in the right place, from a workforce equipped with the skills, confidence and professional standards needed to deliver truly person-centred care.

Our new Policy Framework sets clear expectations for rights-based, values-driven practice. We are moving towards a model of support that promotes independence, reduces restrictive practices and ensures each person's home and daily life reflect their needs, choices and aspirations.

This transformation requires a strong, resilient and compassionate workforce. We are therefore building a talent pool of people who share our commitment to ethical practice, safeguarding inclusion, and continuous improvement. Whether joining us as a Support Worker, Senior, Shift Leader or Registered Manager, you will be part of a service that is reshaping how learning disability support is delivered across the Island.

Working in ALDS means working within a clear set of professional standards, supported by structured supervision, reflective practice and opportunities for development.

It also means being part of a team that is addressing long-standing systemic challenges – modernising practice, improving quality and compliance, strengthening our workforce and ensuring that every individual we support is placed in a setting that truly meets their needs.

We are honest about the scale of the work ahead, but are equally clear about our purpose: to deliver high-quality, rights-based support that enables people with learning disabilities to live well, participate fully and feel safe and respected in their own homes and communities.

By joining our Talent Pool, you'll become part of a service that is ambitious for the people we support and ambitious for its workforce. We look forward to welcoming individuals who want to grow, learn, make a difference – and help shape the future of Learning Disability Services on the Isle of Man.



Shaun Morgan

Head of Adult Learning
Disability Services



ABOUT OUR **SERVICES**

At our Adult Learning Disability Service, we provide support through day services and residential services. Both are essential in helping the people we support live independent, fulfilling lives, but each has its own focus and approach.

Residential Services

This service focuses on providing care and support within a person's home environment. Staff help with daily routines, personal care, meal preparation and household management, while also supporting individuals to build independence and confidence.

Residential staff create a nurturing, person-centred environment where each individual feels respected, valued and empowered to make choices about their life. Emotional wellbeing, stability and a sense of belonging are central to residential care.

Day Services

This service provides structured support and activities during the day, helping individuals develop skills, confidence and independence.

Staff work closely with people to tailor activities to their interests, goals and abilities, from practical life skills like cooking or budgeting, to creative and recreational activities.

Day services also emphasise social engagement and community participation, supporting individuals to make friendships, build communication skills and access clubs, volunteering opportunities and local events.

Whether you work in day services or residential services, your role is vital in supporting people to thrive. Staff are expected to be motivated, person-centred, professional and reliable, creating opportunities for independence, fostering confidence and enriching lives every day.

ABOUT OUR ROLES

Are you passionate about making a positive difference in the lives of adults with learning disabilities?

Our Adult Learning Disability Service is looking for motivated, caring individuals to join our team. We are creating a talent pool for Day Support Workers, Residential Support Workers and Senior Residential Support Workers, each offering the opportunity to support people to live independently, make choices and thrive in their communities.

Day Support Worker

As a Day Support Worker, you will help individuals with complex needs develop life skills, social connections and independence.

Key responsibilities include:

- Providing person-centred support with daily living activities, always promoting dignity, empathy and respect.
- Working in partnership with individuals to maintain personalised support plans, risk assessments and achievable outcomes.
- Encouraging independence and community participation, supporting people to develop valued social roles.
- Contributing to a positive, empowering team culture focused on well-being and high-quality care.
- Commit to undertake a QCF Level III in Health and Social Care (if not already attained). We will support you in achieving this qualification.

Residential Support Worker

As a Residential Support Worker, you will provide care and support within a person's home, helping them manage daily routines while developing independence and life skills.

Your responsibilities will include:

- Providing personal care with dignity and respect.
- Supporting daily living skills such as meal preparation, budgeting and household tasks.
- Contributing to person-centred care plans that reflect individual needs and aspirations.
- Supporting individuals to make choices and engage in positive, supported risk-taking.
- This role is ideal for those who are reliable, professional, and committed to creating a stable and empowering home environment.
- Commit to undertake a QCF Level III in Health and Social Care (if not already attained). We will support you in achieving this qualification.

Senior Residential Support Worker

The Senior Residential Support Worker role is an opportunity for experienced professionals to lead practice within residential services and ensure the highest standards of support are delivered.

In this role, you will:

- Lead and manage a team of support workers to deliver care in line with standards, policies, and procedures.
- Promote independence, personalisation, and positive risk-taking in everyday practice.
- Develop a team culture based on reflective practice, accountability, and collaborative working with families and stakeholders.
- Ensure regulatory compliance and maintain high-quality service delivery.
- Hold a QCF Level 5 (or equivalent) in Health and Social Care.

This position is suited to individuals who are confident leaders, committed to professional standards, and passionate about enabling adults with learning disabilities to live fulfilling lives.

MATT BUTTERY

Residential Support Worker
11 Hutchinson Square



What does an average day in your role look like?

We like to keep to routine in the houses. Typically I will get the residents ready for the morning, breakfast, washing, showers etc. Then we take them to their activity for the day, followed by lunch, maybe an afternoon activity before we start winding down for the day. The evenings the residents are left to their own devices outside of snacks or personal care needs. I will usually finish an evening doing daily notes.

What three words would you use to describe this job?

Rewarding, dynamic and engaging.

What is the team like that you work in?

We get along very well. Everyone has a lot of personality and we all try to help each other keep a good work-life balance.

What do you enjoy most about your role?

It's never boring, you always have something to do and you get to see the fruits of your labour in real time.

What makes working in your role so special?

We help those who normally wouldn't have the same opportunities as the average person to go out and live their lives and live in an environment that fits how they process the world and not how everyone else expects them to.

While working in ALDS, what development opportunities have you had?

I've been able to go on a lot of training courses to develop my skills and knowledge. While I had the qualification prior to joining the team, a majority of my colleagues have been able to do their RQF LVL 3 while working in our department.

How do you find your work-life balance?

Work life balance is for the most part very good. I'm lucky enough to have a manager and teammates who are accommodating to most out of work obligations that may clash with my work schedule.

You'll love this job if...

You're a people person who enjoys helping people and has patience.

You should work here because...

You will help make a person's life a little bit easier.

OUR LOCATIONS

GREENFIELD PARK

Greenfield Park is a work-based day service featuring a recycling workshop, a weaving workshop, and a garden centre, where goods are created and sold on-site.

We also have an on-site café, offering training in front-of-house service and food preparation. Our supported employment team provides guidance and support, helping individuals develop skills for future employment opportunities.

What we do

We provide a workplace for people who attend where:

- Each person feels safe, valued and has their individual needs met.
- Equality, dignity, respect, inclusion, safety, choice, fulfilment and privacy are at the centre of what we do.
- Friendly professional support and care.
- Opportunities to develop skills, social relationships, interests and independence are encouraged and promoted.
- Our person-led service, ensures service users will experience and be supported in their independent choices and decisions.

Hear from the team

“It makes me proud to see people learn new skills.”

‘I really enjoy the work environment, we have a great team.’

‘It gives great satisfaction to see where people were when they first started, how far they have come and what they have learnt - their customer service skills are brilliant!’

‘I love the interactions with the clients and how they can voice what they want and need to make their days fulfilling.’





Naomi, Sonia, Rhe, Carol & Joleen

COOILLEN

Cooilleen is a purpose built residential care home which provides personalised care and support to adults with complex needs.

‘Cooilleen’ is Manx for ‘esteem’ and we work to make sure that every person that lives here feels valued and respected. Each person is supported to take ownership and control to live a meaningful and fulfilled life in every way they can.



*We are the guests in their home and **respect every person who lives here.***



Lauren, Sarah, Margie, Stephanie & Ed

GRIFFINDALE

Griffindale is a care home for adults with learning disabilities, located in the centre of Douglas, offering a supportive environment where residents can live as independently as possible. Set within a typical house on a residential street, Griffindale focuses on a personalised approach, supporting each resident to have choice and control over their own life. We encourage positive risk-taking, with the aim of achieving meaningful outcomes that support personal growth and independence.

We also make the most of what the local community has to offer, whether that’s getting involved in everyday activities or simply enjoying the occasional ice cream on the beach.



*Every day is different but every day **I leave smiling.***



HOLLYDENE

Hollydene is a respite service for adults with learning disabilities, providing short-term, person-centred support in a safe and welcoming environment. The service enables individuals to enjoy a change of setting and routine, while giving their carers and families valuable time to rest and recharge.

Opened in 1998, Hollydene can support up to 11 individuals per night, offering flexible and responsive care tailored to each person's needs.

The service works in partnership with a range of statutory and voluntary organisations, ensuring a coordinated approach that supports the wellbeing and individual requirements of each person who accesses respite.

Our aim:

To provide 24 hour respite care and support using a person-centred approach to promote independence and life choices for people with a learning disability/difficulty.

We embrace and uphold the ALDS CARE values.

What we do

- Actively encourage an individual's personal development
- Provide the opportunity for people to develop and maintain relationships, friendships and community presence
- Aim to provide a warm, safe and secure environment
- Recognise an individual's rights to privacy, dignity, choice and safety
- Maintain a flexible approach whilst being creative with new ideas



Hannah, Petya, Hannah, Julie & Linda



***I love the new challenges that each day brings** – no two days are the same, in fact things can change on an hourly basis.*

*It's a great team to work in as **everyone wants to provide the best level of support possible.** It's about improving the lives of the service users and their families.*

***I enjoy getting to meet so many service users** all of whom have completely different needs.*



TALL TREES

Tall Trees is a day service that provides therapeutic support and skill building for people with complex needs in a safe and nurturing environment.

It promotes and provides access to community facilities and social activities and opportunities to support inclusion and independence within the wider community.

What we do

- Provide an environment to help individuals flourish and support them regardless of their disability to live a full, active, meaningful, integrated life.
- Deliver quality personalised care and support.
- Create an environment which encourages the development and maintenance of service user's skills, independence and confidence.
- Actively support service users to ensure they have equal opportunities to develop a range of skills to work towards independence and integration into the wider community.
- Focus on meeting each individual's needs, maximizing their abilities, skills and unique potential.



Tall Trees Resource Centre

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*Recognising every achievement of our service users no matter how big or small brings **a unique happiness that's hard to find in any other job***

*I love being in this line of work because it is a very rewarding job, **it always feels like there is a purpose and we are making a difference in people's lives**, seeing individuals independence and confident grow with new things and its lovely to know we make a positive impact on people's lives*

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LIVING OUR CARE VALUES

At Manx Care, our **CARE** values - **C**ommitted & passionate, **A**ccountable & reflective, **R**espectful & inclusive and **E**xcellent & innovative - are central to how we work. They guide how we support people, collaborate as a team and grow as professionals. Joining our Adult Learning Disability Service means being part of a team that puts these values into practice every day.

“I’m motivated to make a difference every day.”

We are looking for people who are highly motivated to create positive experiences for the people we support. Motivation at our Adult Learning Disability Service isn't just about enthusiasm, it's about showing up every day ready to help people thrive. Whether you're supporting someone in their home or helping them build new skills in a day service, your commitment shapes their opportunities and successes.

“Every person is unique, and their voice matters.”

Being person-oriented is at the heart of our work. Every individual we support has their own needs, preferences and aspirations, and we place these at the centre of everything we do. Appreciating the needs of others also means respecting dignity, choice and independence, and treating every person with the same care and consideration you would expect for yourself.

“Professionalism you can rely on.”

Being professional at our Adult Learning Disability Service means showing up every day with reliability, integrity, and a genuine commitment to support others. We value staff who are honest, loyal and consistent, building strong, trusting relationships with the people we support, their families and colleagues. When you join our team, you become someone who others can truly count on.

“Empowering independence through positive risk-taking.”

At our Adult Learning Disability Service, we believe that growth comes from encouragement and support. We help individuals explore new experiences, develop confidence, and challenge themselves safely, always balancing empowerment with safety. By embracing positive risk-taking, our staff enable the people we support to gain independence, try new things, and live fuller, more fulfilling lives, creating opportunities instead of limits.

“Reflect, learn, improve.”

Being accountable and reflective is part of our culture. We celebrate learning from experience, continually improving our practice, and striving for excellence. Innovation and creativity are encouraged, ensuring our services evolve to meet the needs of the people we support.

“CARE isn't just what we do - it's who we are.”

Our CARE ethos is more than guidance - it's a promise to provide compassionate, high-quality care, work collaboratively and ensure everyone in our service feels valued, respected and empowered.

If you are motivated, person-centred, professional, reliable and passionate about helping others thrive, you will truly find a place with our Adult Learning Disability Service to grow, develop and make a meaningful difference every day.



Do you like living here?

Oh yes! It's lots of fun!





A WORKPLACE THAT ALSO CARES FOR YOU

Progress with confidence

Enjoy a competitive salary that rises every year until you reach the top of your pay scale.

Secure your future

Enjoy a generous pension package to give you peace of mind and financial stability for the years ahead.

Treat yourself

Enjoy exclusive discounts with a Blue Light Card, from shopping and dining to fun days out, online and on the high street.

Take time to recharge

Start with 20 days' annual leave (and watch it grow with your service!) plus 10 Bank Holidays to relax, explore, or just enjoy life.

Get moving

Hop on the Cycle to Work scheme after your first year and make your commute healthy, fun and eco-friendly.

Your career, your way

After 3 years, take an unpaid career break to chase personal projects, travel adventures or new experiences.

Park with ease

Enjoy free on-site parking at our locations.

Keep learning and growing

Access our dedicated Learning, Education and Development facility exclusively for Public Service employees.

Support whenever you need it

Enjoy free, confidential access to the Staff Welfare Service for counselling, guidance, and a helping hand with work or life challenges.