



# Neurodivergent Lead

Service	Reporting to	Location	Grade
Adult Social Care	Principal Manager	Salford Civic Centre	5A

## About the role

- The post holder will have specialist knowledge, expertise and skills in understanding and working with Neurodivergent individuals who have the following conditions: Autism Spectrum Disorder (ASD), Learning Difficulties and Attention-Deficit/Hyperactivity Disorder (ADHD).
- The post holder will be responsible for promoting acceptance and inclusion of neurodivergent needs and developing innovative ways to meet their eligible and non-eligible needs in a way that promotes their unique strengths and supports them in overcoming and managing any challenges.
- The post holder will carry a caseload of individuals who will benefit from interventions that are outside of the traditional models of care and from having a Neurodivergent Lead as part of a multidisciplinary team approach to supporting them.
- The post holder will offer expert advice and consultation to the system working with neurodivergent people and will develop and deliver training and written guidance to improve the support offered for neurodivergent people in Salford.
- The post holder will have in-depth knowledge and understanding of relevant legislation, such as The Care Act 2014, The Equality Act 2010, The Mental Capacity Act 2005 and the national strategy for autistic children, young people and adults: 2021 to 2026.
- The post holder will need to be extremely skilled at working collaboratively in multidisciplinary teams with the voluntary sector, health colleagues, police, housing and commissioners.
- The post holder will support innovation, change and quality improvement in line with Adult Social Care requirements, and emerging national priorities and guidance.

# Key responsibilities

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## Personal Qualities

- The post holder will be someone who acts with empathy and integrity, has a strong passion for social justice and advocates for those who experience difficulties because of their neurodivergent condition.
- The post holder will be someone who actively listens, empathises with others and strives to understand people's experiences and perspectives.
- The post holder will be patient and hold a high degree of emotional intelligence and resilience.
- The post holder will have advanced communication skills and be able to think critically, analyse information, objectively evaluate and practice in an anti-oppressive, anti-discriminatory and non-judgmental way.
- The post holder will effectively work with people from diverse backgrounds, demonstrating cultural competence and being respectful and responsive to cultural beliefs and practices.

## Caseload Management

- The post holder will carry a caseload of complex individuals who are neurodivergent.
- The post holder will undertake all statutory duties under The Care Act 2014, including completing assessments, support planning and reviews with neurodivergent people and recognising their unique communication and support needs.
- Adopt and champion a strengths-based approach to working with neurodivergent people, their carers and their families to empower and support them in achieving their desired outcomes.
- The post holder will work with individuals, groups and other professionals to safeguard neurodivergent people, educating them to recognise and address abuse and exploitation and empowering them to protect themselves from harm.
- The post holder will undertake Section 42 enquiries in line with Making Safeguarding Personal and will be required to chair Safeguarding meetings where required.
- The post holder will undertake Mental Capacity Assessments and chair Best Interests Meetings, utilising their expert knowledge of executive functioning and skills and experience to promote the rights of neurodivergent people and support positive risk taking.
- With reference to local, regional, and national standards and best practice guidelines, directly contribute to team, service, and department-wide developments in practice, standards, and quality improvement.

## Communications and leadership

- Demonstrate, develop and share advanced, flexible and creative verbal and non-verbal communication approaches, to communicate complex information to individuals who are impacted by communication difficulties, sensory impairment, behaviours that challenge and emotional and psychological needs.
- Ensure effective and confidential communication is promoted in relationships with stakeholders and in supporting neurodivergent people.

- Act as a positive role model for peers, colleagues, and the wider organisation, provide advice, guidance and consultation to staff who are supporting neurodivergent people.
- Demonstrate established negotiation skills in the management of conflict across a range of situations and contribute to the resolution of complaints.
- Ensure the service works in an integrated manner, liaising, communicating, and collaborating effectively with other teams throughout the organisation and wider services as required to ensure a multi-agency and integrated holistic approach
- Collaborate with Professional Leads for service matters within and beyond immediate service provision.
- Participate and contribute to meetings within the organisation, provide feedback and action as necessary.
- Ensure verbal and written communications are accurate and clear and presented in a tone, manner, pace, sequence, and style which is appropriate to the level, needs and capabilities of the target audience.
- Ensure that all communications and interactions are conducted professionally, thoroughly, and effectively so that the organisation's reputation and standing are promoted and enhanced, ensuring positivity about the organisation and its vision.
- Provide support and advice to colleagues in relation to queries linked to referrals/ MDT meetings, etc.
- To demonstrate empathy with people, carers and families and colleagues, ensuring that effective understanding of neurodivergence is achieved, particularly where barriers to understanding exist and the information conveyed is sensitive.
- Reporting of risks and issues ensures that all risks are regularly reviewed and mitigating actions are executed in accordance with agreed timescales.

## Research and Service Development

- Undertake research and collate intelligence on good practice, service gaps and service models to inform service development and redesign. Presenting this information strategically to inform future commissioning initiatives and wider support.
- Be a representative at partnership boards and people forums.
- Undertake external service benchmarking against comparable organisations.
- Undertake audits to support service development, redesign and improvement.
- Use a variety of methodologies and approaches to triangulate research findings to support service development and improve the lives of neurodivergent people.
- Will provide statistical information and operational feedback as required and contribute to the provision of data toward the services' defined outcome measures.
- Audit standards of service delivery as required, making reports and recommendations for managers to act upon.
- Ensure national development of models of service delivery is considered and implemented where appropriate.
- Undertake and assist in the coordination of research/ development of agreed projects relating to the post.

- Act as a mentor, trainer, manager and consultant across the service to develop the knowledge, skills and experience of adult social care staff in relation to neurodivergent people.

## What we need from you

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- To model and demonstrate our values and behaviours.
- Possession of a recognised Social Work or other qualification; Degree, CQSW, CSS, Dip SW or equivalent.
- You must hold a current registration with Social Work England.
- You must clearly evidence an understanding of the principles and values underlying the Care Act 2014, Mental Capacity Act 2005 and other relevant legislation.
- You must clearly evidence an understanding of the integration agenda and the promotion of the independence (enablement) model of health and social care.
- You must clearly evidence an understanding of the integration agenda and the promotion of the independence (enablement) model of health and social care.
- Demonstrate a thorough understanding of personalisation and a person-centred approach.
- You must clearly demonstrate that you can maintain accurate records and communicate complex information clearly and concisely, both verbally and in written form.
- You must clearly demonstrate that you have a clear understanding of the social work role in a multi-disciplinary setting.
- Experience of working with adults/older people.
- Have a good standard of computer skills.
- You have additional qualifications: Best Interest Assessors, AMHP, Practice Educator, Post Qualifying courses, or other professional development qualifications.
- You can evidence an innovative approach to the development of new methods of working to support people in the community.
- You can show knowledge of relevant Welfare Rights Legislation.
- You must clearly evidence your ability to develop effective working relationships with service users and their carers, and show evidence of good assessment practice.
- Demonstrate the ability to develop effective working relationships with other professionals and colleagues.
- Possess skills of negotiation, mediation and de-escalation - seeking constructive approaches to problem solving.

# What we can offer you

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Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

## Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

## Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

## A digital organisation

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### Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

### Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

## Our organisation's values

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**We have four values: Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

## Our values



**Pride**

**Passion**

**People**

**Personal responsibility**

## Application guidance

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We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

## Role details

Completed by: Callum Liburd

Date: November 2025

Job code: FRD00124

Job score: 644

Date of evaluation: November 2025