

Practice Development Practitioner Job Profile April 2026



Post Practice Development Practitioner

Responsible to Senior Practice Development Lead

Accountable to Head of Practice Development

Enable is a dynamic, forward-looking and vibrant charity dedicated to ensuring an equal society where everyone has the right to live, work and participate as active and respected citizens in the communities of their choice. Enable Cares provide human rights-driven, self-directed social care for more than 1,100 people across 27 local authority areas in Scotland. We do this through our industry-leading PA model.

Primary Job Purpose

The Practice Development Practitioner is an enhanced practice development role within Enable's Practice Development Team (PDT). The postholder works under the supervision of the Senior Practice Development Lead to support the delivery of PBS workstreams as set within the PDT Strategy. The role requires a particular focus on embedding PBS and person-centred approaches across Enable Cares services.

The Practice Development Practitioner will work collaboratively with people supported, families, teams, and external partners to improve quality of life outcomes and reduce unnecessary restrictions. They will contribute to assessment, planning, implementation, and review of PBS and practice development interventions and support teams to embed systems, processes, and skills that sustain effective PBS practice. They will contribute to learning, coaching, and reflective practice to support continuous improvement and work flexibly across Scotland to meet service and organisational needs.

Job Description

The Practice Development Practitioner will support the implementation of person-centred, PBS-informed practice development activity and reduction of restrictive practice in line with the PDT Strategy. They will work collaboratively with people supported, families, teams, and external partners to improve quality of life outcomes and reduce unnecessary restrictions. They will contribute to assessment, planning, implementation, and review of PBS and practice development interventions and support teams to embed systems, processes, and skills that sustain effective PBS practice. They will contribute to learning, coaching, and reflective practice to support continuous improvement and work flexibly across Scotland to meet service and organisational needs.

Main Duties & Responsibilities

Practice Development and PBS

1. Manage an agreed caseload of practice development activities under supervision from the Senior Practice Development Lead.
2. Support assessment of practice development needs, including contribution to care planning and risk assessment using person-centered approaches.
3. Assist with the development, implementation, and review of bespoke PBS and practice development plans.
4. Support teams to understand and apply PBS principles, restrictive practice reduction, and reflective approaches to practice.
5. Use data, feedback, and reflective practice to inform ongoing improvement.

Learning, Coaching, and Workforce Support

6. Support the learning and development needs of individuals and teams through coaching, mentoring, and delivery of training or workshops.
7. Adapt learning approaches to meet differing needs, levels of experience, and contexts.
8. Share best practice, learning, and resources with support teams.
9. Support the development of reflective practice within teams.

Collaboration and Partnership

10. Reflect on own practice and ensure work is undertaken in line with Enable's values and person-centered principles.
11. Maintain responsibility for own continuing professional development, keeping knowledge of policy, guidance, and best practice up to date.
12. Escalate concerns, risks, or complex issues appropriately to the Senior Practice Development Lead.
13. Deputise for the Senior Practice Development Lead when agreed and within scope of competence.

General Responsibilities

14. Apply Enable's policies, procedures, and processes consistently and contribute suggestions for improvement.
15. Maintain professional standards, confidentiality, and ethical practice at all times.
16. Take responsibility for own health and safety and that of others, escalating risks appropriately.
17. Promote equality, diversity, and inclusion across all work activity.
18. Represent Enable professionally at all times.
19. Work flexibly across Scotland as required for the role.
20. Support students learning in line with role competence and development.
21. Provide practice development support in relation to safeguarding, including contributing to the review of safeguarding notifications and responding to organisational requests, in line with current governance arrangements.

Essential Criteria

Qualifications

- SVQ Level 3 in Health & Social Care (or equivalent).
- Graduate in recognised Positive Behaviour Support qualification at Certificate level or equivalent or be willing to work towards.

Knowledge & Understanding

- Knowledge of person-centered, outcomes-focused approaches for people with learning disabilities.
- Understanding of PBS principles and restrictive practice reduction.
- Knowledge of Care Inspectorate, National Care Standards, SSSC requirements, and relevant legislation and policy.

Skills & Attributes

- Strong communication, organisational, and interpersonal skills.
- Ability to support the learning and development of others under supervision.
- Ability to prioritise and manage a varied workload.
- Ability to implement and support change within teams.
- Ability to work reflectively and recognise when to escalate concerns.
- Commitment to own learning and professional development.
- Effective and adaptive communication skills.
- Basic data gathering and analysis skills.
- Working knowledge of information technology.
- Full UK driving license and access to a vehicle.

Experience

- Minimum of two years' experience supporting people with learning disabilities in a social care setting.
- Experience supporting teams to deliver person-centered support.
- Experience contributing to assessment, planning, delivery, and review of care or support.
- Evidence of continued professional development, including PBS-related learning.

Desirable Criteria

- Experience working within a PBS framework in a learning and development or practice development context.
- Experience supporting people with additional needs such as mental health needs, working in forensic services or acquired brain injury.
- Willingness to further develop within the role, including supporting student learning or supervision in the future.