

Career progression at mirus – Kate’s story

My first role in **mirus** was as a Support Worker, about 10 years ago. I helped support a lady with complex communication needs. I’d never worked in health and social care before and initially it was daunting. It was also challenging, but with challenges comes inspiration and rewards. I embraced it all. It was important to get to know the person...what they liked and disliked, recognizing the big things that were important but also the little things. It wasn’t about ‘looking after someone’ more about enjoying getting to know them and supporting them to achieve what they wanted to. I thrived on making small differences that enabled the person to have a good day. It was and still is a real buzz.

Until my role at **mirus**, I’d wanted to be a police officer. However, when I started supporting people with a disability, I could see real progress that I was a part of. No matter how small the progress was, it was so rewarding and I’ve never looked back.

Within a year I gained the position of support development worker and as part of this role I helped individuals develop their support plans. I enjoyed helping develop plans that reflected what they wanted to achieve, with plans that also allowed the individual to be flexible.

With the support of my managers I achieved my NVQ at level 3 in Health and Social Care. Shortly after this achievement, this coupled with my support worker experience enabled me to gain a temporary assistant manager post.

I quickly developed skills in areas of policies, procedures, link worker; partnership working with other professionals; rota management; facilitating meetings. All of these tasks which seemed daunting to begin with, soon diminished with coaching from my managers.

In 2012 **mirus** provided me with the opportunity to complete level 5 Diploma in Leadership and Management for Health and Social Care. It proved valuable as I was able to develop my knowledge in leadership, coaching and mentoring, as well as different forms of supervision.

Since starting with mirus 10 years ago, I’ve made the most of the support and development opportunities available. Recently I gained the position of Service Manager in Powys. Having worked my way up from Support Worker, I feel I’m able to draw on my own experiences to provide guidance and support to staff.

I love to see people progress and develop and I’ve been fortunate to be able to see that progression. It’s an amazing feeling and inspiring to see someone that a few years ago were at risk of living in an institution now carrying out voluntary work. I can say in all honesty that I love my job.

