



## Job Description

<b>Job title</b>	Wellbeing Practitioner (Work Well)
<b>Weekly Hours</b>	Full time (37.5 hours per week) and part time (15 hours and 21 hours) are available
<b>Contract Type</b>	Permanent and 12 months initial fixed term contracts are available
<b>Salary</b>	£30,478.50 full time equivalent
<b>Place of work</b>	Coppice Library and Wellbeing Centre and Old Trafford Wellbeing Centre
<b>Reports to</b>	Wellbeing Centre Manager

### About Bluesci

At Bluesci, we believe that everyone deserves good mental health and wellbeing. Our staff and volunteers, many of whom have experienced our services, collaborate with individuals and their communities to help them achieve their aspirations and wellness.

Bluesci operates across the borough of Trafford from four Wellbeing Centres, offering arts, cultural and volunteering opportunities, social prescribing, talking therapies, and group support. We partner with Greater Manchester Mental Health Trust (GMMH) to deliver Trafford Living Well and with Trafford Libraries to co-deliver library services from two of our centres and Bluesci at Night offers a safe, welcoming space for people 365 nights a year, and we also provide Smoking Cessation Support.

### Job Purpose and Summary

Wellbeing Practitioners are part of an integrated team at our Wellbeing Centres, providing personalised, person-centred support to individuals experiencing mental health challenges, long-term conditions, and other barriers affecting their wellbeing and quality of life.

This role delivers Work Well outcomes through a recovery-focused wellbeing model, ensuring people are supported holistically to achieve sustainable employment alongside improved mental health. This role includes a specific focus on supporting individuals to sustain employment, return to work, or move closer to the labour market, recognising the strong relationship between health, wellbeing and good work.

The postholder will work collaboratively with individuals to identify their personal wellbeing goals and aspirations, including where appropriate employment-related outcomes, and support them to build confidence, resilience, and practical pathways forward.

This role combines Bluesci's recovery-focused, social prescribing approach with the key elements of the Work Well model, providing holistic support that addresses both wellbeing and work-related barriers.

## Key Responsibilities

### Wellbeing and Recovery Support (Core Role)

- Carry a caseload of individuals and provide personalised, person-centred support over an agreed timeframe
- Work collaboratively with individuals to develop wellbeing-focused action plans, including goals around confidence, social connection, and self-management
- Provide flexible support (face-to-face, telephone, online) tailored to individual needs
- Support individuals to access community activities, peer support, volunteering opportunities and local services
- Promote self-care, resilience and independence

### Work & Wellbeing Support (Work Well)

- Support individuals to **identify and address barriers to employment**, including health, confidence, skills and practical
- Co-produce **“work and wellbeing” plans**, which may include:
  - sustaining current employment
  - returning to work
  - moving closer to the labour market
- Support individuals to:
  - access employment, skills and training opportunities
  - prepare for work (confidence building, routines, goal setting)
  - navigate workplace challenges and adjustments
- Provide practical support where appropriate (e.g. forms, appointments, liaison or advocacy with services)[%20Work%20Well%20Trafford%20](#)
- Work in partnership with employment, health and community services to create joined-up pathways

## Navigation, Partnerships and System Working

- Build strong relationships with local partners including health services, VCFSE organisations, employment services and community groups%20Work%20Well%20Trafford%20-%20Key%20Worker%20JD-PS%20(002).pdf)
- Support individuals to navigate systems and access appropriate services
- Contribute to the development of local pathways between wellbeing, health and employment support
- Promote the service and contribute to referral pathways where appropriate (in line with Bluesci values and capacity)

## Volunteering and Social Inclusion

- Support individuals to access volunteering opportunities as part of their wellbeing and progression journey
- Act as a buddy or provide informal support to a small number of volunteers
- Encourage progression from engagement → volunteering → training → employment where appropriate

## Information, Outcomes and Quality

- Maintain accurate records of support provided and outcomes achieved
- Use agreed tools to measure wellbeing and progression outcomes
- Contribute to reporting requirements related to both wellbeing and work-related outcomes
- Gather feedback and contribute to service evaluation

## General Responsibilities

- Work collaboratively as part of the Bluesci team and wider partnership network
- Participate in supervision, appraisal and ongoing professional development
- Adhere to safeguarding, information governance and organisational policies
- Uphold Bluesci values, including person-centred, recovery-focused and inclusive practice

## Summary

This job description is an outline of the key responsibilities of the Wellbeing Practitioner and is not intended as an exhaustive list. The job may change over time to reflect the changing needs of Bluesci and its services, as well as the professional development needs of the post holder.

All Bluesci employees have the following responsibilities:

- The post holder must not, by act or omission, endanger the safety of themselves or others and must report all untoward occurrences.

- The post holder must be aware of the signs and symptoms of abuse and neglect and report any concerns to the Safeguarding Lead. The post holder will follow the safeguarding policy and its procedure for reporting concerns.
- The post holder must be responsible for all the organisations property and the reporting of all potential or actual breaches of security.

### Disclosure of Criminal Background

Bluesci is committed to safeguarding and promoting the welfare of the people we support. As part of this, roles working with vulnerable adults are subject to a Disclosure and Barring Service (DBS) check at the appropriate level.

Successful applicants will be required to complete a DBS application form and provide consent for this check to be carried out. Having a criminal record will not necessarily prevent you from working with Bluesci; this will depend on the nature of the role and the relevance, circumstances and background of any offences.

In line with DBS guidance, applicants are not required to disclose information that is considered “protected” under the Rehabilitation of Offenders Act 1974 (Exceptions) Order.

Please note that where a DBS check is a requirement of the role, failure to provide consent for the check to be completed may result in the application not being progressed.

## Person Specification

	Essential	Desired
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Understanding of person-centred, recovery-focused approaches, social prescribing and positive therapeutic relationships</li> <li>• Understanding of the relationship between health, wellbeing and employment outcomes</li> <li>• Awareness of barriers to employment faced by people with mental health and long-term conditions</li> <li>• Knowledge of community assets and services that</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the UK benefits system and employment support pathways</li> <li>• Understanding of workplace wellbeing, reasonable adjustments and return-to-work approaches</li> </ul>

	Essential	Desired
	support wellbeing and inclusion	
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>• Ability to build trusting, supportive relationships with individuals and engage people who may be vulnerable or hard to reach</li> <li>• Ability to co-produce person-centred plans, including wellbeing and work-related goals</li> <li>• Ability to motivate and support individuals to achieve positive change and increased independence</li> <li>• Strong communication skills (verbal and written) across a range of people and contexts Ability to assess needs holistically and respond flexibly</li> <li>• Ability to manage a caseload and prioritise effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to provide practical advice, advocacy and support with forms or services</li> <li>• Experience supporting individuals with employment-related goals (job search, confidence, returning to work)</li> </ul>
<b>COLLABORATION AND PARTNERSHIP WORKING</b>	<ul style="list-style-type: none"> <li>• Ability to work collaboratively with colleagues, partners and wider systems to support individuals</li> <li>• Ability to build and maintain effective relationships with community, health and voluntary sector organisations</li> <li>• Commitment to a holistic approach, integrating wellbeing and practical support</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working across multi-agency or partnership environments</li> <li>• Experience working with employment, skills or health services</li> </ul>

	Essential	Desired
<b>QUALIFICATIONS &amp; EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• At least 1 year’s experience working in a wellbeing, mental health, social care, or related support role</li> <li>• Experience supporting individuals on a 1:1 basis to achieve personal goals</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in employment support, advice work, coaching or similar roles</li> <li>• Relevant qualification in counselling, health, coaching, social prescribing or similar</li> </ul>
<b>QUALITY &amp; VALUES</b>	<ul style="list-style-type: none"> <li>• Commitment to person-centred, recovery-focused practice and social inclusion</li> <li>• Ability to promote independence and avoid fostering dependency</li> <li>• Commitment to equality, diversity and inclusion</li> <li>• Ability to reflect on own practice and use supervision effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in values-driven or user-led services</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Ability to maintain accurate records and contribute to monitoring outcomes and reporting</li> <li>• Awareness of safeguarding, confidentiality and information governance requirements</li> </ul> <p>Willingness to undertake training and continuous development</p>	<ul style="list-style-type: none"> <li>• Experience using case management or data systems</li> <li>• Ability to support service development or contribute to evaluation</li> </ul>