

**PERSON SPECIFICATION FOR BAND 5 IPS EMPLOYMENT SPECIALIST**

CRITERIA	<b>ESSENTIAL</b> Requirements necessary for safe and effective performance in the job	<b>SEE KEY *</b>	<b>DESIRABLE</b> Where available, elements that would contribute to immediate performance in the job	<b>SEE KEY *</b>
<b>Education and Qualifications</b>	Educated to a degree level (in any sector) <b>OR</b> equivalent workplace experience, this can include one or more of the below: <ul style="list-style-type: none"> <li>• Experience within the health and social care sector.</li> <li>• Experience within employment support services.</li> </ul>	<b>C</b>  <b>AF/I</b>  <b>AF/I</b>		
<b>Previous experience (paid/unpaid)</b>	Experience of communicating and working with people on a one-to-one basis  Experience of working within diverse communities.  Experience of building relationships and communicating with a range of different partners/organisations	<b>AF/I</b>  <b>AF/I</b>  <b>AF/I</b>	Experience of working with people with mental health difficulties or a similar client group within the health, social services, or voluntary sector  Experience of supporting people to obtain or keep work  Experience and knowledge of the benefits agency and all disability/ employment related benefits  Own personal lived experience of using secondary mental health or addiction services  Own personal lived experience of recovery from mental health difficulties	<b>AF</b>  <b>AF/I</b>  <b>AF</b>  <b>AF</b>  <b>AF</b>
<b>Skills, knowledge and abilities</b>	A commitment to learning about and working within the Individual Placement and Support (IPS) model.  Good verbal and written communication skills.  Good presentation, negotiation, and marketing skills. negotiation skills.  Ability to initiate and develop relationships with employers and other agencies whilst being astute to their needs.	<b>I</b>  <b>AF</b>  <b>AF//AS</b>  <b>AF/AS</b>	An understanding of the principles and practices of supported employment or the IPS model.  An understanding of the Equality Act 2010.  An understanding of the employment needs and difficulties of people who experience mental health challenges.  Basic counselling and coaching skills.	<b>AF/I</b>  <b>AF</b>  <b>AF/I</b>  <b>AF</b>

	Ability to engage with employers using a variety of methods such as face to face contact, social media, phone, and email. Ability to work independently, reliably, and consistently.	<b>AF/I</b>  <b>AF/I</b>	Ability to provide vocational assessments and profiling.	<b>AF/I</b>
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	<p>Working knowledge of a broad range of occupations and jobs.</p> <p>Basic word processing/computing skills.</p> <p>Excellent time management and organisational skills</p>	<p><b>AF/I</b></p> <p><b>AF</b></p> <p><b>AF/I</b></p>		
<b>Attitudes, aptitudes, personal characteristics</b>	<p>A preparedness to work flexible hours through prior arrangement as the needs of the job dictates.</p> <p>Ability to see solutions rather than problems.</p> <p>Ability to work in strength-based ways.</p> <p>Willingness to participate in supervision.</p> <p>Ability to work independently of direct supervision</p>	<p><b>AF</b></p> <p><b>AF/I</b></p> <p><b>AF/I</b></p> <p><b>AF</b></p> <p><b>AF/I</b></p>		
<b>Other</b>				

\* **Key:** Assessment will take place with reference to the following: **AF** = Application Form, **I** = Interview, **AS/P** = Assessment/Presentation, **T**=Test, **C**=Certificate