

PERSON SPECIFICATION

JOB TITLE:	Mental health IPS Employment Specialist
BAND:	5
DEPARTMENT:	Bedfordshire and Luton IPS Employment Service
DIRECTORATE:	Bedfordshire and Luton Adult Community Mental Health
REPORTING TO:	IPS Employment Service Manager
ACCOUNTABLE TO:	Recovery Service Manager

CRITERIA	ESSENTIAL	DESIRABLE	SELECTON METHOD (S/A/I)
Education/ Qualification/ Training	<ul style="list-style-type: none"> Educated to degree level Or equivalent experience in the field of supported employment – to degree level 	<ul style="list-style-type: none"> Occupational Therapy, Social Work, Psychology or Employment qualifications IPS training 	<ul style="list-style-type: none"> (S/A/I)
Experience	<ul style="list-style-type: none"> Experience of initiating, liaising and collaborating with a wide range of individuals and organisations promoting and developing employment, education and training opportunities on behalf of service users. Experience of working with a range of mental health service users (in health, social care and/or voluntary sectors) implementing individual programmes and interventions. Experience of working towards recovery goal attainment at pace Experience of actively and regularly engaging with employers and employment providers to seek out employment opportunities on behalf of service users Knowledge of good practice in employment legislation protecting disability equality Experience of constructing and reviewing individually tailored programmes using a person centred approach. Knowledge of vocational assessment & profiling of service users' vocational needs 	<ul style="list-style-type: none"> Recent experience of working with service users to help them meet their employment-related goals Experience & knowledge of the benefits agency and all disability employment related benefits Experience of 	<ul style="list-style-type: none"> (S/A/I)

		<p>collecting caseload and outcome data</p> <ul style="list-style-type: none"> • Personal experience of using Mental Health services 	
Knowledge and Skills	<ul style="list-style-type: none"> • Enthusiasm and commitment towards supporting people with mental health problems find paid employment. • An understanding of the benefits of work as part of the recovery process and a positive attitude to enabling service users overcome barriers to finding employment, are essential. • Excellent marketing and promotional skills with an excellent negotiation skills & persuasive style • Able to analyse situations / information to identify and support service users to address their individual needs in relation to employment, education and training • Good time management skills to balance the co-ordination of own diary making best use of time, efficiently and effectively. • Excellent verbal and written communication skills • Ability to work independently and collectively as part of a team • Ability to work autonomously and use own initiative • Excellent interpersonal skills. • Ability to embrace and adapt to new challenges • Knowledge of local employment issues, relevant Government policy and Trust priorities • Excellent IT skills 	<ul style="list-style-type: none"> • Knowledge of relevant welfare benefits and benefits rules • Experience of delivering presentations to a wide variety of colleagues and agencies internal and external to the Trust 	<ul style="list-style-type: none"> • (S/A/I)
Other	<ul style="list-style-type: none"> • An inclusive approach to employment and a 'can do' attitude • Flexible/adaptable. • Ability to travel independently to other bases. • Cover for team members working in other areas in exceptional circumstances. 		<ul style="list-style-type: none"> • (S/A/I)

S: Shortlisting A: Assessment Centre I: Interview