

National IPS Lead

Title	National IPS Lead
Directorate	Operations
Reports to	Regional Director of Operations
Responsible for	IPS senior employment specialist
Key relationships	Internal: Operational teams including Directors of Operations, Head of services, and Clinical Teams External: OHID, Department of Work and Pensions, IPS Grow, PH commissioners, Employer stakeholders
Level of employment safeguarding check	Enhanced DBS (Adults & Child Barred) or PVG
Pay Grade	Core Band G
Date evaluated/reference	2025/254/1

Job Purpose

- To safeguard and protect the children, young people and adults that we work with by adhering closely to WithYou's policies and procedures at all times and sharing any concerns immediately.
- Line management of Senior IPS specialist workers across regions to deliver national objectives and make best use of the skills and capacity across the team.
- Create a culture of mentoring/case reviews, quality assurance fidelity reviews, facilitating workshops and learning networks across WithYou IPS employment services to drive performance and continuous improvement.
- Work with regional and national stakeholders to support the national expansion of evidence-based employment provision within Drug and Alcohol Health systems.

Main responsibilities / duties

- Provide subject matter expertise and effective technical support to drive evidenced based employment practice and increased job outcomes.
- Meeting with IPS services, clients and health service leaders to review how services are delivered.
- Provide feedback on practice and make recommendations to support continuous improvement of IPS.
- Coaching and mentoring of the employment workforce.
- Regular virtual and in person visits to services to support them to achieve good fidelity using the IPS fidelity scale.
- Educate stakeholders about IPS and Employment at recovery forums, events and networks.
- Join local IPS and Employment steering committees where needed.

Driving performance in partnership with stakeholders

- Put in place effective communication with DWP and OHID National and regional Leads, and local commissioners to support performance.
- Build effective relationships with stakeholders to ensure that KPIs, targets and resources are aligned to local and national strategies.
- Create accurate and timely reports including evidencing the impact of our work as required by internal and national stakeholders. This will include producing case studies to demonstrate impact.
- Delivering performance and fidelity reviews in line with national policy to drive quality and info technical support practice.
- Responsible for the planning and preparation of external IPS fidelity review process with IPS teams using self-assessment.
- Ensure that active measurable action plans are put in place locally and monitored regularly and reported against nationally.
- Identify system barriers to IPS including services or practices that conflict with the evidence-based approach. Work with regional teams, commissioners, IPS and health service leaders to overcome barriers.

Financial responsibility

- Ensure services are being delivered on budget and meeting contractual expectations.

Information Governance

- Monitor and analyse statistics/ data using the electronic service systems in accordance with WithYou policy and report to OHID.
- Work to WithYou policy to ensure that Information Governance Compliance is achieved and best practice is achieved.
- Work to the requirements of local Information sharing protocols, highlighting any risks or potential issues

General responsibilities

- **Confidentiality:** Ensure confidentiality at all times, only releasing confidential or personalised information externally with consent from a line manager.
- **Data Protection Act:** Comply with the requirements of the Data Protection Act and amendments to ensure integrity and security of our information.
- **Safeguarding:** Remain vigilant at all times to any safeguarding concerns within the day to day performance of your job role, sharing and learning from these experiences to ensure our statutory and organisational responsibilities are met in respect of safeguarding children & vulnerable adults.
- **Conflict of interest:** Declare any involvement either directly or indirectly with any firm, company or organisation that has a contract with WithYou.
- **Equal Opportunities and Diversity:** Ensure that all clients, partners, carers, and colleagues in WithYou and partner organisations are treated as individuals within our Diversity and Equality framework.
- **Health and Safety:** Compliance at all times with the requirements of the Health and Safety regulations and WithYou's Health and Safety Policy and Procedures, ensuring reasonable care is taken with regard to yourself as

well as any colleague, client or visitor who might be affected by an act or failure to act by yourself.

- **Quality Assurance:** To ensure all activities are delivered in a way that supports and maintains WithYou's registration with the Care Quality Commission and appropriate agencies in the devolved administrations (England) and with the Care Inspectorate, Scottish Social Services Council and appropriate agencies (Scotland).
- **Any Other duties:** To undertake any other duties that are reasonable and are commensurate with the role as directed by the relevant Director in line with the changing needs of the service and/or legal requirements.
- **Self-development:** Ensure you take responsibility for development and keep learning in your role.

Personal specification

	Essential criteria	Desirable criteria
Education / qualifications	<p>Evidence of continuous professional development</p> <p>Educated to degree level, or with equivalent relevant work experience</p>	
Experience / Knowledge	<p>Experienced IPS professionals with IPS team leadership</p> <p>experience at a Team Leader, Senior Employment Specialist, Service Manager level or equivalent</p> <p>Leadership experience of collaborative working and working in multi-agency partnerships</p> <p>Staff supervision and coaching for a senior team</p> <p>Experience of working in partnership with a range of statutory and third sector agencies</p> <p>Ability to embed of service user involvement, consultation and co</p>	

	production	
Skills and abilities	<p>Practical experience of the management of Integrated Support and Placement (IPS)</p> <p>Lead teams working within a complex environment and demonstrate a high level of perseverance, being committed to seeing plans through to completion with agreed timescales</p> <p>Ability to develop relationships with multiple stakeholders, including employers, partner agencies, clients and their family/carers.</p> <p>Represent the organisation at a senior level to communicate highly complex and specialist information effectively both verbally and in writing, including the production of formal reports</p> <p>Good verbal and written communication skills</p> <p>Ability to lead and motivate others, nurture and encourage</p>	

	<p>teams</p> <p>IT skills including Google Workspace</p> <p>Organised and excellent time management skills</p>	
Personal circumstances	<p>Able to meet WithYou's safeguarding requirements of a satisfactory enhanced DBS/PVG certificate</p> <p>Must be able to work flexibly from different locations in order to deliver the services required and deliver the programme and support volunteers</p> <p>Ability to work flexible and unsocial hours as required</p> <p>Commitment to the organisation's Guiding Principles and Behaviours</p>	