

EMPLOYEE SPECIFICATION FOR THE POST OF Employment Specialist

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation.	2 2			Application & Interview
Physical Requirements	Able to undertake training in the management of violence reduction. Has the ability to perform the full range of Employment Specialist duties.	2 2		2	Application & Interview
Qualifications - Academic / Craft / Professional	Educated to degree level/equivalent in employment Counselling or Careers Guidance/equivalent as evidenced by a relevant qualification	2 2	Occupational Therapy or Occupational Psychology Training IPS Training Employer Engagement Training	2 2 2	Application & Interview
Experience	Previous experience with health, social services, or the voluntary sector, working with people who have experienced mental health problems. Experience of working in employment support.	2 2	Personal experience of mental health problems Experience of working in an IPS Service	2 2	Application & Interview

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Knowledge	An understanding of the principles and practice of Individual Placement and Support. An understanding of employer engagement and strategies. Understanding of recovery principles. A working knowledge of Human Resources good practice and Employment legislation in relation to supporting people with mental health needs in the workplace. Understanding of Welfare Rights.	2 2 2 2 2	An understanding of applied research methods. Good presentation skills.	2 2	Application & Interview
Skills	An ability to initiate and develop relationships with employers while being aware of their needs. Ability to build and develop relationships with service users having awareness of their needs to access employment. Excellent interpersonal skills. Excellent verbal and written communication skills. Vocational assessment skills. IT skills. Good administrative skills. Motivational skills. Use own initiative.	2 2 2 2 2 2 2 2	Good marketing skills. Good negotiation skills and persuasive style.	2 2	Application & Interview

Contractual Requirements	A full UK driving license and vehicle for business use is required for this post, however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2012. Willingness to work flexible hours according to the demands of the job.	2 2				Application & Interview
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**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS
DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**