

**PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** |
| Qualifications |  | * Trained in IPS approach |
| Experience | * Experience/understanding of working with people with mental health support needs, or a similar client group within health, social services or the voluntary sector * Proven experience of meeting and exceeding outcomes and targets * Experience of managing multiple tasks at any one time * Previous experience of working assertively to influence decision makers | * Experience of supporting people to obtain or keep work * Experience of working within mental health services * Own personal lived experience of recovery from mental health difficulties |
| Knowledge | * An understanding of the needs and challenges faced by people who experience mental health difficulties * Good understanding of the principles and practice of IPS * Able to use IT and tools such as MS Word, PowerPoint and Excel | * Understanding of key legislation * Knowledge of benefit system |
| Skills | * Good motivational, communication and listening skills * Outstanding interpersonal skills and ability to build rapport with a range of people * Good organisational ability * Team orientated and works collaboratively within a mixed-disciplinary team * Ability to work independently and use initiative to develop and promote a service | |
| Personal Qualities | * Non-judgemental and trustworthy * Empathy with the needs of those with mental health support needs * Passion and drive to make a positive difference to people's lives * Highly motivated with a genuine belief that someone with a mental health condition can find paid employment * Resilient and tenacious to not give up despite setbacks and frustrations * Commitment to integrity and excellent service delivery to the client, employers and clinical team * Self-aware of personal strengths and weaknesses and actively invest in personal and professional development * Willingness to travel within the region | |