



Employment Specialist

- 📍 Recovery Connections, Stockton
- 🕒 35 hours per week (may include some evenings/weekends)
- 💰 £30,067.44 per annum
- 📅 Fixed term: 6 months (with potential to extend)
- 👤 Reports to: IPS Regional Service Manager

About the Role

This is a role that's all about possibility. As an Employment Specialist, you'll support people in recovery to move towards meaningful, paid employment – often for the first time in a long time.

You'll work alongside people receiving drug and alcohol treatment, helping them build confidence, identify their strengths, and take practical steps towards work, education or training.

You'll hold a caseload of around 25 people, supporting them for up to 9 months, with additional in-work support once they've secured employment.

At its heart, this role is about belief – belief in people's potential, in recovery, and in the power of employment to transform lives.

What You'll Be Doing

Supporting People into Work

- Build strong, trusting relationships with people accessing support
- Complete personalised vocational profiling to understand strengths, goals and ambitions
- Support with job searching, CVs, applications and interviews
- Help people overcome barriers such as confidence, wellbeing, travel and benefits

Working as Part of a Team

- Work alongside clinical teams, key workers and partner services
- Take part in case discussions to ensure joined-up, holistic support
- Promote employment as a key part of recovery and raise expectations

Engaging Employers

- Build relationships with local employers, colleges and training providers
- Identify opportunities in both open and “hidden” labour markets
- Support employers to create inclusive and supportive workplaces
- Provide advice around adjustments and ongoing support

Supporting Job Retention

- Provide ongoing support once someone starts work
- Stay alongside individuals and employers to help sustain employment
- Respond early if someone is struggling, reducing risk of job loss

Our Approach

You’ll work within the **Individual Placement and Support (IPS)** model – an evidence-based approach that:

- Focuses on rapid access to paid employment
- Is led by individual choice and preferences
- Is fully integrated with treatment teams
- Provides ongoing, personalised support

We work in a way that is:

- Trauma-informed
- Strengths-based
- Non-judgemental
- Rooted in lived experience

About You

You don’t need to have a “perfect” background – what matters most is your belief in people and your ability to connect, motivate and support.

We’re looking for someone who:

- Is passionate about helping people overcome barriers and achieve their goals
- Can build strong relationships with a wide range of people
- Is proactive, organised and solution-focused
- Is comfortable working in a fast-paced, sometimes complex environment
- Sees potential where others might see challenges

Skills & Experience

Essential

- Experience supporting people facing barriers to employment
- Strong communication and relationship-building skills
- Ability to manage a caseload and work independently
- Understanding of the challenges faced by people with substance misuse or related needs

Desirable

- Experience within substance misuse, mental health or similar services
- Knowledge of the welfare benefits system
- Awareness of the IPS model

What You'll Bring

- A compassionate, non-judgemental approach
- Confidence in working with both individuals and employers
- Resilience and perseverance
- Strong problem-solving skills
- Commitment to equality, inclusion and recovery

What We Offer

- A values-led, supportive organisation
- Training and development in IPS and beyond
- The opportunity to make a real, lasting difference
- A team that truly cares about people and community

Additional Information

- Flexibility may be required to meet the needs of the service and people supported
- A full driving licence and access to a vehicle may be required for the role
- This role is subject to an enhanced DBS check