

PERSON SPECIFICATION: Advanced Lived Experience Employment Specialist

FACTORS	ESSENTIAL	*See key	DESIRABLE	
EDUCATION AND QUALIFICATIONS	- Educated to degree level or equivalent workplace experience. - Completion of or willingness to attain Peer Support Training - Evidence of continuing professional development	A/I	- Completion of IPS Training - Completion of Peer and Lived Experience specific training	A
PREVIOUS EXPERIENCE Paid/unpaid relevant to job.	- Own personal lived experience of maintaining (self-defined) recovery from mental health difficulties for a substantial period - Own personal lived experience of accessing secondary mental health and/or addiction services - Experience of working within the IPS model and considering how your own lived experience of recovery might be used in your work - Significant experience of working with people with mental health difficulties or a similar client group within health, social services or the voluntary sector - Experience of designing and delivering training - Experience of relationship building and partnership working - Experience of staff supervision and/or coaching	A/I	- Paid or unpaid experience of working in a Peer role (e.g. Peer Support Worker, Peer Employment Specialist or Peer Trainer - Experience and knowledge of the benefits agency and all disability/employment related benefits. - Experience of contributing to the national development of IPS as a model	A



COMPASSION



RESPECT



EMPOWERMENT



PARTNERSHIP

FACTORS	ESSENTIAL	*See key	DESIRABLE
SKILLS, KNOWLEDGE, ABILITIES	- Ability to demonstrate first person experiential knowledge of recovery at an expert level - Ability to demonstrate knowledge of the concept of personal recovery as it may apply to others - A strong understanding of the survivor movement, and history, principles and practices of Peer working - A strong commitment to Peer Working and role-modelling recovery - A strong understanding of the principles and practices of supported employment and of the Individual Placement and Support Model (IPS) - Knowledge, understanding of and a commitment to co-production - Creativity and vision for synthesising IPS and Peer working approaches - Strong analytical skills to innovate around the combination of IPS and Peer models - Ability to role-model excellent practice and standards, and motivate the PES workforce - Ability to communicate complex and specialist information effectively both verbally and in writing, including the production of formal reports and an ability to adapt communication styles to diverse audiences - A strong understanding of the employment needs and difficulties of people who experience mental health challenges - Team orientated and ability to work collaboratively with a mixed-disciplinary and trust wide employment team - Ability to work in a complex environment and can demonstrate a high level of perseverance, being committed to seeing plans through to their conclusion with agreed timescales - Ability to assess the learning and development needs of others and give individual feedback to improve performance - Ability to manage change effectively and facilitate innovation - Good presentation skills. - Ability to work independently, reliably and consistently. - Capacity to appreciate the strategic service context. - Good word processing/computing skills. - Time management and organisational skills	A/I I/P A/I I/P A/I T/I	An understanding of the Equality Act 2010. A/I



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FACTORS	ESSENTIAL	*See key	DESIRABLE
ATTITUDES, APTITUDES PERSONAL CHARACTERISTICS	- A preparedness to work flexible hours through prior arrangement as the needs of the job dictate. - Commitment to strength based as opposed to deficit-based approaches. - Ability to reflect sensitively on your personal experience of recovery to support others - Ability to identify and take steps to support own wellbeing through a personal wellness recovery plan - Enthusiasm for the Recovery agenda and peer working, an interest in a range of models of service delivery, and an ability to articulate the value added by peer working within the context of multi-disciplinary physical and mental health services. - Develops others to grow their capacity and potential. - Ability to see solutions rather than problems. - Willingness to participate in supervision - Ability to work independently of direct supervision	A/I I/P	
Other	- Sickness (or attendance) record that is acceptable to the Trust: to be checked at interview. - Declared medically fit by the Occupational Health Department to perform the duties of the post - Due to the nature of the post, the postholder would ideally live within the catchment area of the London Boroughs that CNWL serves or be able to travel with ease to these sites.	A/ OTHER	

***Key:** Measured by **A** – Application form, **I** – Interview, **T** – Test, **P** – Presentation