

Bromley, Lewisham & Greenwich Mind

Person Specification

Job title: Senior IPS Employment Specialist (Team Leader)

Note to candidates

All of the criteria marked (A) will be used for shortlisting purposes.

You should attempt to describe how you meet these criteria in the 'Supporting Information' section of the application form, giving examples where possible.

Only candidates who can clearly demonstrate how they meet these criteria will be offered an interview.

Category	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> • Educated to a degree level or equivalent by experience 	<ul style="list-style-type: none"> • Trained in the IPS approach • Full & current driving licence
Experience	<ul style="list-style-type: none"> • 2+ years' experience of supporting people with mental health problems or other disadvantaged groups into employment (A) • Proven experience of meeting and exceeding outcomes and targets (A) • Strong networking abilities (A) • Experience of managing multiple tasks at any one time (A) • Experience of staff supervision, management and/or mentoring (A) • Experience of managing change effectively and facilitating innovation (A) • Experience of engaging with employers and creating new opportunities in different settings (A) 	<ul style="list-style-type: none"> • Experience of opening up job opportunities with a range of employers (A) • Experience of working in IPS Employment services (A) • Experience of partnership working negotiation and liaison work with other agencies • Personal experience of mental health issues
Skills, Knowledge & Abilities	<ul style="list-style-type: none"> • A good understanding of the principles and practice of supported employment (A) • Strong leadership skills (A) • Team orientated and works collaboratively within a mixed-disciplinary team (A) • Ability to work independently and use initiative to develop and promote a service (A) • Vocational assessment and profiling skills (A) • Can demonstrate a high level of perseverance, being committed to seeing plans through to their conclusion with agreed timescales (A) • Positive mindset with the ability to motivate, engage and inspire (A) 	<ul style="list-style-type: none"> • Knowledge of Employment law (A)

	<ul style="list-style-type: none"> • Understanding of, and commitment to, equity, diversity and inclusion (A) • Working knowledge of a broad range of occupations and jobs • Able to use IT and tools such as MS Word, PowerPoint, and Excel • Excellent motivational, communication and listening skills • Outstanding interpersonal skills and ability to build rapport with a range of people • Natural ability to build close, trusting and productive relationships with people • Knowledge of disability and special needs issues, policies and legislation in relation to employment • Understanding of the issues facing people with mental health problems seeking employment • Non-judgemental and trustworthy • Resilient and tenacious to not give up despite setbacks and frustrations • Self-aware of personal strengths and weaknesses and actively invest in personal and professional development 	
Other	<ul style="list-style-type: none"> • Ability to travel quickly and efficiently across the borough. 	