# POST: Employment Peer Support Worker

**LOCATION: Shipley /community based across Bradford district**

**GRADE / SALARY:**  **D1 £25,235 FTE per annum**

**HOURS:**  **Up to 30 hrs per week**

**ACCOUNTABLE TO:**  **Team Leader – Pathways to Employment**

**Purpose of the Job:**

Provide employment related support for clients who have challenges with their mental health.

**Main Duties:**

* Deliver high quality employment related support for clients both in and out of work, including initial action planning and goal setting, help to understand and overcome barriers to employment, job search skills, C.V. building, interview preparation, confidence building and the development of employability skills, in four Bradford wards: Clayton & Fairweather Green, Great Horton, Little Horton and Royds.
* Work with clients and employers to set up and manage supportive placement and work experience opportunities.
* Work with employers to keep people in work.
* Use own lived experience of recovery from mental health problems, as appropriate, to inspire and support others.
* Ensure that client notes are recorded in an accurate and timely manner and kept updated.
* Work in line with all relevant safeguarding policies and procedures, ensuring concerns are escalated appropriately.
* Work closely with other health and social care professionals including statutory and voluntary agencies to ensure that support is joined up and of high quality.

**Values and Behaviours:**

* Create and maintain a culture of respect always challenging and rooting out discrimination and stigma.
* Demonstrate a consistent belief in people and tenacity in supporting people to improve their future.
* Be passionate about our work and inspire others to feel the same.
* Be committed to doing things well and always look for opportunities for improvement.
* Model excellent partnership and team working.

**Person Specification**

Listed below are the knowledge, experience skills and values you’ll need to do this job, we will assess these through your application or through tests or interviews after shortlisting.

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| **Knowledge** | **Method** |
| Qualifications to GCSE Grade 4 or above, or significant equivalent experience | **Application** |
| Awareness or knowledge and/or lived experience of the challenges facing people who have difficulties relating to their mental health. | **Application Assessment** |
| Knowledge of the employment environment for people who have challenges with their mental health. | **Assessment** |
| **Experience** |  |
| Working with people to help them build confidence, skills and knowledge that will support them in gaining or remaining in employment. | **Application** |
| Providing non-judgmental and appropriate support to people who have challenges with their mental health. | **Assessment** |
| Experience of using IT systems to record client notes | **Application** |
| **Skills** |  |
| Non-judgmental and supportive interpersonal skills | **Assessment** |
| Ability to manage a caseload and workload effectively | **Application**  **Assessment** |
| Competent in Word, Excel, Outlook | **Application** |
| **Values** |  |
| A firm belief that all people matter and deserve respect | **Assessment** |
| An evidenced belief that everyone can change | **Assessment** |
| A track record of delivering on your commitments | **Assessment** |
| A personal commitment to equality, diversity, and inclusion | **Assessment** |