

## Employment Adviser, IAPT – Person Specification

<b>Essential Requirements – Evidence and supply examples of your experience, knowledge &amp; understanding</b>		<b>How measured</b>	
		App form	Interview
<b>Knowledge/ understanding</b>	Knowledge and understanding of the barriers people with mental health problems face in returning to work.	X	X
	Understanding of a range of mechanisms and adaptations which can be incorporated before and during a return to work following a period of mental ill health absence.	X	X
	Knowledge of the local labour market/employment sectors within the North Lincs and Humber regions.	X	
<b>Experience</b>	Experience of supporting people with mental health problems back to work.	X	X
	Experience of providing one to one support and managing a caseload of clients.	X	X
	Experience of undertaking and understanding comprehensive needs based assessments.	X	X
	Proven ability to motivate and enthuse colleagues, employees, employers and other third party agencies.	X	X
	Proven ability to work as part of a team, self motivate, work in isolation and use initiative.	X	X
	Ability to complete contractual paperwork, manage case files, supply monthly reports in an accurate and timely manner.	X	X
	Well developed communication skills, both oral and written at all levels.	X	X
	Experience using EXCEL spreadsheets and Microsoft Office WORD for reporting purposes.	X	
<b>Additional</b>	Willingness to travel extensively throughout the Hull, East Riding, North Yorkshire and South Humber region	X	
	Full driving licence and access to your own vehicle for work use, to perform the job role.	X	

<b>Desirable Requirements - Evidence and supply examples of your experience, knowledge &amp; understanding</b>		<b>How measured</b>	
		App form	Interview
<b>Experience</b>	Experience of working in a Mental Health setting and/or personal experience of mental health problems.	<b>X</b>	
	Confidence in facilitating and/or organising meetings to aid in a return to work. (This may involve HR, OCC Health, Line Manager and Employee, particularly when long term sickness absence has prevented a return to work and where communication between Employer and Employee have broken down).	<b>X</b>	<b>X</b>
<b>Knowledge</b>	Knowledge of the Disability Discrimination Act 1995 and how it applies to people with mental health problems.	<b>X</b>	<b>X</b>
	Knowledge and understanding of the Care Programme Approach, CBT and Brief Solutions Based Therapy.	<b>X</b>	<b>X</b>
<b>Skills</b>	IT skills using MS PowerPoint, for presentation purposes.	<b>X</b>	