



## Senior Employment Advisor – Talking Therapies (IAPT)

We are recruiting for a Senior Employment Advisor to join the Talking Therapies Employment Team (IAPT).

This role is part of an employment advice service, working closely with clinicians working to provide psychological therapies to people with common mental health problems.

The post holders will manage and support a team of Employment Advisors (EAs) in offering a support service to individuals with common mental health problems to gain, return to or retain employment.

The Senior EA will be accountable and responsible for the professionalism of the EAs, ensuring they provide a personalised service to clients. They will give EAs the confidence to use the flexibilities available to them, recognising innovation and rewarding those EAs who are most successful at helping clients either remain in or find work.

Support and promote the use of employment interventions, including:

- Conduct an assessment, discussing the person's job goals and any concerns regarding their capacity for work.
- Match job tasks to an individual's ability to do the job and any work solutions that may be required to develop the match.
- Refer the person to other support if they have particularly complex barriers.
- Offer the person support agreeing a written action plan with the person detailing the steps to be taken to either get back into or retain employment and the appropriate support route.
- EA will develop in-depth knowledge of the local labour market, local support and new initiatives, taking into account the needs of the client to broker effective interventions, including specialist schemes to help with retaining or finding employment.
- Work closely with local agencies to identify appropriate job vacancies.
- Advocate on behalf of the person with prospective employers if necessary, aiming to identify work solutions that will overcome or minimise difficulties within the workplace.
- Where appropriate signpost the person to other agencies in the statutory and voluntary sectors who will be able to provide advice on other benefits/support the person may be entitled to.

- Provide continued personalised support after an individual has returned to work or secured employment to help them to sustain employment.

This contracted role is due to expire in March 2025 with the possibility of an extension.