

RECRUITING FOR EMPLOYER ENGAGEMENT LEAD

EMPLOYER ENGAGEMENT LEAD – JOB DESCRIPTION

Twining Enterprise supports people across North & West London with mental health problems to find and sustain work, typically using the internationally recognized Individual Placement and Support (IPS) approach. A central tenet of the IPS model is employer engagement; reaching out to local employers on behalf of clients to find suitable and sustainable employment.

We are now looking to recruit a professional and self-motivated Employer Engagement Lead to develop relationships with local businesses in Barnet and Haringey. They will help encourage businesses to employ individuals with mental health challenges and educate them on how to foster a supportive working environment.

For this role we are offering flexible working, career development opportunities and competitive financial rewards. We are also strongly committed to equality of opportunity in employment and oppose all forms of unlawful or unfair discrimination.

Job title – Employer Engagement Lead

Salary - £28,300 - £31,500 (dependent on experience)

Responsible to – Service Lead

Location – Haringey and Barnet (with some working from home)

Contract – Fixed term until end March 2025

Full time

PERSON SPECIFICATION

Essential Knowledge, Skills and Abilities we will shortlist you on.

We are also interested in transferable skills and experience which could support your attributes in these areas.

- Experience in leading and/or undertaking employer engagement activities, or experience in similar roles requiring you to actively approach and engage with local employers.
- Excellent interpersonal, networking and communication skills (face to face, by telephone and in writing) and as part of a team.
- Knowledge and understanding of mental health issues. More specifically, awareness and experience of the support needs of people with mental health conditions in finding, returning to/retaining mainstream employment.
- Experience and ability in organizing and conducting employer engagement training and workshops.
- Experience of effective diary management, prioritising tasks and working to deadlines.

- Excellent computer skills including experience of using Microsoft Office packages.
- Ability to think creatively and provide excellent local partnership work.
- Willingness to travel in designated Boroughs.
- Knowledge of and commitment to relevant policies, procedures, and standards e.g. Health & Safety, Confidentiality (Data Protection), Equality & Diversity and Sustainable Development, Equality Act 2010 and employment law.

Desirable Experience and Skills

- Experience working in a mental health support setting or more generally alongside the mental health sector.
- Experience in advocacy or policy work.
- Experience working in an IPS or employment support service.

Attitudes

- Positive, professional, and self-motivated
- Dynamic personality, confident engaging with a range of stakeholders to promote the service.
- Strong belief in the value of employment in supporting good mental health.
- Empathetic and person centred.
- Committed to equality of opportunity and diversity.
- Open to feedback and proactive in addressing self-development.
- Proactive in managing one's own health and wellbeing.

RESPONSIBILITIES AND DUTIES

1. Establish and maintain relationships with good local employers in Barnet and Haringey.
2. Advocate for employment opportunities for individuals with mental health issues.
3. Organise and lead training sessions and workshops for local employers on mental health support.
4. Monitor and evaluate the impact of employer engagement activities.
5. Collaborate with other stakeholders to enhance the scope and effectiveness of employer engagement.
6. Provide regular feedback on employer engagement activity undertaken, and written reports for management in line with service requirements.
7. Contribute to the development of a service that is locally responsive and supports minority/disadvantaged communities.
8. Comply with and actively promote all Twining policies and procedures including Equality and Diversity, safeguarding and data protection.
9. Receive regular supervision and training to meet individual, team and organization's needs.
10. Perform other tasks as required by your manager.

HOW TO APPLY

Please email jobs@twiningenterprise.org.uk with:

- a tailored copy of your CV.
- a covering letter detailing how you meet the Essential Knowledge, Skills and Abilities we shortlist on (see Person Specification above). We will not accept generic cover letters.

Please also make sure you complete and send separately our Twining Equalities Monitoring Form which can be found in the 'Jobs' section of our website.

The deadline for applications is: On-going.

We will interview suitable candidates as soon as applications are received. The first interview will be a short telephone call. If successful, you will then be invited to a panel interview. We find this process works best to ensure a good fit for both parties.

ABOUT TWINING ENTERPRISE

Who we are

Twining Enterprise exists to improve mental wellbeing by supporting people in and into work. Everything we do is aimed at helping people with mental health conditions gain access to the benefits work has to offer. Our tailored practical employment support doesn't just help with work-related goals, it improves our clients' wellbeing and lives.

We are one of London's leading mental health employment charities. We provide life-changing support to 2,000 Londoners with mental health problems every year. Our clients regularly tell us that our support has helped them achieve progress they didn't believe was possible.

How we work

Individual Placement & Support (IPS) is an internationally recognised and evidence-based supported employment intervention. IPS is regarded as the most effective and efficient way of helping people with mental health issues into competitive and sustainable employment.

Twining was the first non-NHS provider to be awarded Centre of Excellence status for its IPS service in Barnet.

You can read more about us and our client successes here www.twiningenterprise.org.uk.