

Candidate Information Booklet

Belfast Works: Mentors (Employability)

(Ref: EM/10/2019)

Closing date for applications:

12 noon on Friday 18th October 2019



**Job Title: Mentor (Employability)**

**Responsible to: Employability Team Coordinator**

**Hours: Full time/Part time or Job Share will be considered (37.5 hours full time)**

**Salary: £26,317 per annum**

**Pension: 7% employer contribution; minimum 1% employee contribution**

**Contract Term: End March 2022**

**JOB BACKGROUND:**

This post is part of the Belfast Works Project, a Belfast wide employment project implemented by a consortium of organisations led by Ashton Community Trust. The other Belfast Works Project Partnership organisations are:-

* GEMS NI
* Upper Springfield Development Trust
* Impact Training
* East Belfast Mission

The post will involve working at neighbourhood level in North Belfast to support the development of an employment service infrastructure to improve the potential of long-term unemployed, economically inactive and workless people to gain employment. Undertake the necessary outreach work to identify and engage an appropriate number of potential clients to meet the agreed caseload and employment targets. Perform employability assessment of participants. Complete agreed participant personal employability action plans. One to one participant mentoring, seeking solutions to remove participants barriers to employment, supporting participants with job search skills, completing job application forms, improving job interview techniques and sourcing progression routes into education/training or employment.

**KEY TASKS & RESPONSIBILITIES:**

1. To provide a structured programme of advice and support in career planning for long-term unemployed, economically inactive and those individuals/groups that experience the “benefit trap” including young people who are NEET (**N**ot in **E**mployment **E**ducation or **T**raining) and vulnerable to becoming long term unemployed.
2. Register clients and complete initial assessments of barriers to employment using agreed and bespoke diagnostic tools and forms.
3. Develop and implement individual action plans to overcome barriers to employment setting SMART goals, actions and outcomes.
4. Work to remove barriers to employment by providing a safe, relaxed environment underpinned by a structured developmental process which responds to sensitive issues in a confidential manner.
5. Effectively manage a caseload and provide professional mentoring referring to outside agencies/organisations, as required, as part of participant action plans.
6. Undertake progress reviews and ensure targets are achieved that reflect positive outcomes in relation to employment and employment-related skills development.
7. Establish and maintain outreach mentoring service provision across the target area in order to recruit new clients and/or support existing clients.
8. Promote and arrange specific training, education, employment or work experience opportunities for your caseload will help to promote their integration back into the labour market.
9. Develop and maintain excellent working relationships with relevant employers, statutory, community and voluntary organisations.
10. Maintain accurate and detailed records of all engagements and work undertaken with clients ensuring accuracy and timely completion of all forms, reports etc to agreed quality standards.
11. Review, with your line manager, outcomes against performance targets and reflect on practice ensuring that work is carried out to the highest professional standards.
12. Fully participate in self-evaluation reviews and quality improvement planning.
13. Participate in team meetings, supervision and other team activities.
14. Carry out all duties in accordance with the values and policies of Ashton Community Trust (and the Belfast Works Project)
15. Perform such other relevant tasks deemed necessary by the management team of the project to ensure the effective and efficient implementation of the project action plan.

**OTHER RESPONSIBILITIES**

* Undertake any other related responsibilities commensurate with the evolving objectives of the post and the evolution of the Ashton Community Trust (and Belfast Works Project), as may reasonably be requested by the Head of Training & Employment
* On occasion work flexibly on evenings, weekends and during school holidays to ensure full delivery of the programme.
* Undertake training in order to develop work related skills and knowledge.
* Ensure the effective implementation of and adherence to Ashton Community Trust policies and procedures (including those of the Belfast Works Project).
* Participate in Ashton Community Trust’s Performance Management and Appraisal process, and agree short, medium and long term goals with line manager, and direct line staff.
* Identify learning and development needs with your line manager and evaluate T&D to demonstrate needs have been met.
* Share best practice and achievements, and contribute to opportunities to present outcomes and case studies.

**Status of the Job Description**

This job description is not incorporated into the employee’s employment contract. It is intended as a guide and should not be viewed as an inflexible specification and it may be varied from time to time in the light of strategic developments following discussion with the post holder. The post holder will be expected to work to objectives agreed with the line manager.

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**Person Specification**

**Essential Criteria:**

1. NVQ Level 3 or above in Advice and Guidance, Counselling, Careers Guidance or equivalent and at least one year’s proven competence in providing career/employability mentoring.

**OR**

3 years’ (in the last 5 years) proven competence in providing career/employability mentoring.

1. Demonstrable experience in working with long-term unemployed and/or economically inactive and/or those who experience labour market disadvantage supporting them into work.
2. Excellent written and verbal communication skills
3. Sound knowledge of ICT including all Microsoft Office applications (word, excel, powerpoint, outlook, internet etc.)
4. Experience of promoting services, to a range of audiences, in order to recruit new participants.
5. Experience of working positively in a target driven environment.
6. Valid driving licence and access to transport appropriate for the post.

(Consideration will be given to candidates, who because of a disability, cannot hold a driving license but they must have access to a mode of transport that allows them to fulfil the duties of the post)

**The following may be tested at interview stage:**

**Skills/Abilities:**

1. Ability to work within a target driven environment responding to needs of unemployed, economically inactive people progressing them to employment and/or further education/training
2. An understanding of GDPR (General Data Protection Regulation) and how this is practically applied to working within a mentoring environment.
3. Ability to create and sustain effective working relationships with individuals and groups.
4. Ability in working positively within a team.
5. Ability to work in a fast paced & proactive working environment with a ‘can-do’ attitude.
6. Excellent time management skills.
7. Ability to work independently and unsupervised.
8. Ability to work to agreed quality standards for project delivery.
9. Ability to work under own initiative, including effective prioritisation of tasks and ability to work to agreed aims and objectives.
10. Ability to accurately record information, produce monthly progress reports against targets.
11. Ability to motivate others by using excellent interpersonal skills.
12. Ability to be non-judgmental in approach to dealing with people who face significant barriers to employment.
13. Excellent organisational skills.
14. Commitment to the development of people in the community.

**Circumstances:**

1. Ability to work flexible hours (including evening work and weekend work)
2. Willingness to undertake training required for the post.
3. Subject to Access NI enhanced clearance.

**Guidance for Making your Application**

The application form is designed to ensure that applicants provide the necessary information to determine how they meet the competition requirements and the essential/desirable criteria.

* The space available on the application form is the same for all applicants and must not be altered.
* Ashton Community Trust will not accept CV’s, letters, or any other supplementary material in place of or in addition to, completed application forms.
* Applicants must complete the application form in black ink or typescript.
* Applicants must not reformat their application form.
* Information in support of your application will not be accepted after the closing date for receipt of applications.
* Relevant or equivalent qualifications – if you believe your qualification is equivalent to the one required, the onus is on you to provide the panel with details of modules studied, etc. so the panel can make a well-informed decision.
* It is essential that all applicants demonstrate on their application form how and to what extent their experience and skills are relevant to this post and the extent to which they satisfy each of the essential and desirable criterion specified. If you do not provide sufficient detail, including the appropriate dates needed to meet the criteria, the selection panel will reject your application.
* The examples you provide should be concise and relevant to the criteria. This is very important as these may be discussed at interview and you may need to be prepared to talk about them in more detail. It is your unique role that the panel are interested in, not that of your team or division.
* Ashton Community Trust will not make assumptions from the title of the applicants post or the nature of the organisation, as to the skills and experience gained.

**Application Form Submission**

* Completed applications can be submitted by:
  + Email to HR@ashtoncentre.com, by post or delivered by hand to HR, McSweeney Centre, 23 Henry Place, Belfast, BT15 2AY.
* We will not accept incomplete application forms; application forms received after the closing deadline or reformatted application forms.
* Please only return the application form and monitoring form.
* Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to Ashton Community Trust to meet the required deadlines.
* Ashton Community Trust will not accept application forms where there has been a shortfall in postage.
* Should you have any queries please contact HR on 02890 322289 or email at [HR@ashtoncentre.com](mailto:HR@ashtoncentre.com).

**Interview Guidance for Applicants**

At interview, the selection panel will assess candidates against the competencies, qualifications and experience for the post.

If this is your first experience of a competence-based interview, bear in mind that it does not require you to:

* Talk through previous jobs from start to finish
* Provide generalised information as to your background and experience.
* Provide information that is not specifically relevant to the competence the question is designed to test.

A competence based interview does however require you to:

* Focus exclusively, in your responses, on your ability to fulfil the competences required for the effective performance in the role.
* Provide specific examples of your experience in relation to the required competence areas.

**Disability Requirements**

Ashton Community Trust will ask on the application form if you require any reasonable adjustments, due to disability, to enable you to attend any part of the assessment process. Details of any disability are only used for this purpose and do not form part of the selection process. If you are successful in the selection process and are being considered for appointment, you may be required to outline any adjustments you consider necessary in order for you to take up appointment. If you wish to discuss your disability requirements further, please contact HR on 02890 742255.

**Feedback**

Ashton Community Trust is committed to providing feedback in respect to decisions taken in determining eligibility/shortlisting as well as at interview. Feedback will be communicated on receipt of a written request.

**Equal Opportunities Monitoring Form**

**Please note this form is regarded as part of your application and failure to complete and return it will result in disqualification.**

The information is used for monitoring purposes only. All applications for employment are considered strictly on the basis of merit.

Ashton Community Trust complies with relevant Equal Opportunities legislation and policies.

Please complete the monitoring form and return in a separate envelope marked ‘Monitoring Officer’.

Prior to appointment with Ashton Community Trust the following will be required:

* Proof of qualifications
* Proof of eligibility to work in the UK
* Personal ID
* ACCESS NI check depending on role.

Ashton Community Trust complies with Access NI Code of Practice, which can be downloaded from <https://www.nidirect.gov.uk/sites/default/files/publications/accessni-code-of-practice.pdf>



**Confidential**

Ashton Community Trust

Ashton Centre, 5 Churchill Street, Belfast BT15 2BP

**Employment Application Form Application Number: EM/10/2019**

Please complete this application form in **black ink or** **typescript** and return it on or before the closing date stated. Late applications will not be accepted. Only information provided on this application form will be considered by the panel. CV’s will not be accepted.

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| --- | --- | --- | --- |
| **Post applied for:** | **Belfast Works: Employability Mentor** |  |  |
| **Hours:** | **Full time/Part or Job Share** | | |
| **Closing Date and Time:** | **Friday 18th October 2019 at 12 noon** | | |

**Personal Details:**

|  |  |
| --- | --- |
| **Surname:** | **Telephone Number (Home):** |
|  |  |
| **Forename(s):** | **Telephone Number (Mobile):** |
|  |  |
| **Title:** | **Email Address:** |
|  |  |
| **Address:** | **Postcode:** |
| **NI Number:** |  |
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**Relevant Qualifications and/or Professional Membership**

Original proof of qualifications will be requested if recommended for appointment

(Please continue on a separate sheet of necessary)

|  |  |  |  |
| --- | --- | --- | --- |
| **Examination level**  **(for example, GCSE/’A’ Level/Degree/NVQ** | **Subject(s)** | **Grade** | **Date Gained** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| **Professional Qualifications** | **Registration Body/Number** |  | **Date Gained** |
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**Employment History**

Please give details of jobs that you have held, starting with your present or most recent employer and work backwards, in chronological order. Include in this section any breaks in employment history for example, caring responsibilities, travelling or returning to study, registered unemployment and temporary/voluntary employment. (Please continue on a separate sheet if required)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name and Address of Employer and Nature of Business** | **From** | **To** | **Job Title:** | **Final Salary and Reason for Leaving** |
|  |  |  |  |  |
| **Notice required if offered the position for which you have applied?** | | | | |

**Training**

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| **Details of relevant training courses attended and awards achieved, including dates if appropriate** |
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**Suitability for this position**

Please detail your suitability for this position under the relevant headings below, describing how your experience and knowledge relates to the job description and person specification.You must ensure that you provide sufficient information on the application form to enable the selection panel to assess your eligibility at shortlisting.

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| **Essential Criteria** |
| **1. Please demonstrate that you have an NVQ Level 3 or above in Advice and Guidance, Counselling, Careers Guidance or equivalent and at least one year’s proven competence in providing career/employability mentoring.**  **OR**  **3 years’ (in the last 5 years) proven competence in providing career/employability mentoring.** |
| **2. Please demonstrate your experience in working with long-term unemployed and/or economically inactive and/or those who experience labour market disadvantage supporting them into work.** |
| **3. Please demonstrate your excellent written and verbal communication skills** |
| **4. Please detail your knowledge of ICT including all Microsoft Office applications (word, excel, powerpoint, outlook, internet etc.)** |
| **5. Please demonstrate your experience of promoting services, to a range of audiences, in order to recruit new participants.** |
| **6. Please demonstrate your experience of working positively in a target driven environment.** |
| **7. Do you have a valid driving license and access to transport appropriate for the post?** |
| I confirm that the information I have given is accurate and complete, as misleading or false statements will result in the withdrawal of the offer of employment, or if employed dismissal.  **Signed…………………………………………………Date………………………………….** |
|  |
| **Data Protection Act:** |
| Under the General Data Protection Regulations, Ashton Community Trust is required to notify applicants and prospective employees on how their personal data will be processed and used. This application form, excluding the equal opportunities monitoring form, will be retained by Ashton Community trust for a maximum period of 12 months, unless you are the successful applicant for the post, in which case the application form will become part of your employee record, your information (excluding the equal opportunities monitoring form) may be required to be viewed by funders for audit purposes. Some of the data you provide is considered to be Sensitive Personal Data under the Data Protection Act 1998; this information will be used to assist us with recruitment monitoring. It will be held separately from application forms and will be retained for a three-year period under obligations arising from the NI Equality Legislation, it will also be held electronically.  By signing this form you are giving consent to Ashton Community Trust to use this data in the way described above.  **Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |

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| **Personal Statement:** |
| |  |  | | --- | --- | |  |  | | Ashton Community Trust is an Equal Opportunities Employer. The Trust encourages applications from people with disabilities and will not preclude full consideration of your application as a result of your disability. In accordance with the Disability Discrimination Act a person is disabled if they have, or have had, “a physical or mental impairment which has, or has had, a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities”.  Do you consider yourself to have, or, have had a disability that is relevant to your job application? **Yes/No**  If you have answered yes, is there anything we should know about your disability or requirements in order to:   * Process your application fairly, * Make any specific arrangements for your interview, and * Make any necessary reasonable adjustments or adaptations, or provide any aids to assist you in completing the duties of the post.   Provide details: | | |

**Private and Confidential**

The following pages will not be used as part of the selection process as they contain information that is strictly private and confidential.

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| **Referees** |
| Please give full details of two people (not relatives) that we can approach for references, one of which must be your current or most recent employer, if you have never been employed before please list details of someone who would know you in a voluntary or academic capacity. Please ensure that your referees are aware of this application, and, also, if you are providing us with their email address, that you obtain your referee’s permission to do so. References must be satisfactory to Ashton Community Trust |

|  |  |
| --- | --- |
| **Reference** | |
| **Name:** |  |
| **Occupation:** |  |
| **Full Address:** |  |
| **Telephone Number:** |  |
| **Email:** |  |

|  |  |
| --- | --- |
| **Reference** | |
| **Name:** |  |
| **Occupation** |  |
| **Full Address:** |  |
| **Telephone Number:** |  |
| **Email:** |  |

I give Ashton Community Trust the right to investigate all references and to secure additional information about me, if job related. I hereby release from liability the employer and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. I have read and understood the requirements and particulars for the job, which have been supplied to me. I further understand that the job offer may be subject to the satisfactory outcome of references and/or a satisfactory Access NI Disclosure.

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| I confirm that the information I have given is accurate and complete, as misleading or false statements will result in the withdrawal of the offer of employment, or if employed dismissal.  **Signed…………………………………………………Date…………………………………..** |



**MONITORING FORM JOB REFERENCE NO: EM/10/2019**

**MONITORING QUESTIONNAIRE UNDER THE ASHTON COMMUNITY TRUST’S EQUAL OPPORTUNITY POLICY**

**IN CONFIDENCE, USED FOR STATISTICAL PURPOSES ONLY**

Date of Birth: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Nationality: \_\_\_\_\_\_\_\_\_\_\_\_\_

**1 COMMUNITY BACKGROUND**

I am a member of the Protestant community

I am a member of the Roman Catholic community

I am not a member of either the Protestant or the Roman Catholic

community

**2**  **ETHNIC ORIGIN**

WhiteBlack Other

Irish TravellerChinese

Pakistani Indian

Black CaribbeanMixed Group

Black AfricanOther

**3** **GENDER**

Female Male

**4** **MARITAL STATUS**

Married Single Widowed Separated Cohabiting Civil

Partnership

**5** **DISABILITY**

Under the *Disability Discrimination Act 1995* you are deemed to be a disabled person if you have cancer, multiple sclerosis or HIV infection.

Also, you are deemed to be a disabled person if you have a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.

**Do you consider that you are a disabled person?**

Yes:  No: 

**If you answered “yes”, please indicate the nature of your impairment by ticking the appropriate box or boxes below:**

**Physical impairment**, such as difficulty using

your arms, or mobility issues requiring you to use

a wheelchair or crutches:

**Sensory impairment**, such as being blind or

having a serious visual impairment, or being deaf

or having a serious hearing impairment:

**Mental health condition**, such as depression

or schizophrenia:

**Learning disability or difficulty**, such as

Down’s Syndrome or dyslexia, or **Cognitive impairment**,

such as autistic spectrum disorder:

**Long-standing or progressive illness or health condition**,

such as cancer, HIV infection, diabetes, epilepsy or

chronic heart disease:

**Other** (please specify):

…………

**When you have completed this questionnaire, please return it to:**

**The Monitoring Officer,**

**ASHTON COMMUNITY TRUST,**

**23 HENRY PLACE, BELFAST, BT15 2AY**

*Access to this information will be strictly controlled and will not be seen by the shortlisting panel. Monitoring will involve the use of statistical summaries of information in which identities of the individuals will not appear. The information will not be available for any other purposes other than equal opportunities monitoring. The information will subsequently be transferred to the monitoring system operated by the Monitoring Officer. There it will be strictly controlled in accordance with the Data Protection Code of Practice. Please note that it is an offence for any person to give false information to another who is seeking that information in order to make a monitoring return.*





