

Candidate Information Booklet

Belfast Works: Economic Inactivity (EI) Co-ordinator

Ref: EIC/01/2021

Closing date for applications:

**12 noon on Wednesday 3rd February 2021**

*(Please note interviews will be held on 10th February 2021 via Zoom)*

**Please note due to COVID 19 our offices are restricted, therefore completed applications should be emailed to** **hr@ashtoncentre.com** **to be considered. Where a signature is required, this must be done electonically**

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**Job Description**

**Job Title: Belfast Works: EI Coordinator**

**Salary: £29,070 per annum (pro-rata)**

**Hours: 30 hours per week**

**Pension: 7% ER Contribution, min 1% EE Contribution**

**Holidays: 25 days per annum plus 11 Bank Holidays (pro-rata)**

**Duration: Fixed Term to 31st March 2022 (possible extension dependant on funding)**

**Responsible to:** **Project Delivery Manager**

JOB BACKGROUND

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

* GEMS NI
* Upper Springfield Development Trust (USDT)
* Impact Training (JACGS)
* East Belfast Mission (EBM)
* Ashton Community Trust (ACT)

The EI Mentor Co-ordinator will be responsible for the efficient and effective development and implementation of all Belfast Works Citywide parallel support provision including supervising staff (ACT only). They will ensure that all parallel support provision is delivered in line with the consortium and funders strict guidelines and requirements. They will establish and maintain excellent working relationships with the team and management to ensure the effective delivery of the project. The EI Mentor Co-ordinator will lead and support a team of Economic Inactivity Mentors in developing innovative strategies for those who are experiencing worklessness and significant barriers to employment due to health and wellbeing issues. The Co-ordinator will also help develop and implement this service and work alongside staff and partners to ensure a consistency of delivery right across the Belfast Works Project.

## KEY TASKS & RESPONSIBILITIES

* To co-ordinate the Belfast Works team of Economic Inactivity Mentors to ensure the smooth delivery of quality services and performance so that all targets are met.
* To work with Economic Inactivity Mentors and Partners to develop a range of strategies for those clients who would benefit from the work undertaken by the Parallel Support Team.
* To ensure accurate recording of all information related to the Project. Produce monthly progress reports against targets identifying areas of good practice, etc.
* To ensure all guidelines and processes set out by ESF and the Belfast Works Project are being implemented.
* To participate in the recruitment of Belfast Works related project staff, if and when required.
* Establish and maintain effective methods of communication and reporting to the Belfast Works Partnership.
* To work closely with the Belfast Works Quality Assurance team to ensure the Parallel Support Team are prepared for ETI inspection or other audits.
* To perform such other relevant tasks deemed necessary by the management team of the Training & Employment Services to ensure the effective and efficient implementation of the Belfast Works action plan.
* Co-ordination of staff (ACT only) including supervision and appraisal, performance management, monitoring leave and sickness, etc.
* To provide 1-2-1 support for staff especially those dealing with difficult clients who may have difficulty behaviours and/or present with issues such as mental health difficulties which have an impact on the staff member.
* Develop and maintain positive working relationships with a range of groups including statutory, voluntary sector organisations and internal Belfast Works Project teams.
* Ensure that a high quality service is being delivered by all Economic Inactivity Mentors.
* Ensure that detailed case records for all work with clients according to organisational standards are kept including the use of project documentation.
* To work with the Belfast Works Programme Management to explore best practice elsewhere and ensure that it influences the development of the Parallel Support Service.
* Ensure that quality systems are implemented and that information is provided to the Belfast Works Quality assurance team and that their recommendations are implemented.
* Work within policies and procedures, the law, best practice, and work within policies and procedures, the law, best practice, and Regulatory Frameworks relevant to the role.
* Ensure that all staff are up-to-date with relevant safeguarding practices and procedures (including delivering training where necessary).
* Ensure that all staff understand and follow the safeguarding protocol in place for the Belfast Works Project.

#### OTHER RESPONSIBILITIES

* Undertake any other related responsibilities commensurate with the evolving objectives of the post and the evolution of the Ashton Community Trust, as may reasonably be requested by the Director
* 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.
* Work with due regard for Ashton Community Trust’s core values and objectives
* Ensure the effective implementation of and adherence to, the Trust’s policies and procedures
* 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**

1a. A Level 5 qualification in coaching, mentoring, advice and guidance (IAG) or counselling and at least two years’ experience of managing a similar service (health and wellbeing) in a community or health related setting.

**Or**

1b. A proven track record of 3 years or more experience of working within a health and wellbeing service which promotes employability as a team leader or equivalent.

(Number of years’ experience may be increased should there be a need to facilitate manageable shortlists)

2. Experience in supervising people and teams in a target driven environment within your capacity as team lead to ensure the smooth delivery of a quality service.

3. Experience in identifying problem areas, making recommendations and creating support plans to enable positive service delivery changes.

4. Experience of working in or closely with health organisations/agencies supporting people facing multiple barriers to employment including health and wellbeing issues.

5. Experience of networking with multiple stakeholders to promote services, coordinate service delivery and source progression pathways for clients.

6. Experience and good knowledge of I.T and database systems including the ability to use the full range of Microsoft office products (Word, Excel, Powerpoint, Outlook, etc).

7. Valid driving license 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 fulfill the duties of the post)

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

**Skills/Abilities Essential:**

1. Ability to promote and market the Belfast Works Service and actively seek out additional resources

2. Ability to work under own initiative, including effective prioritisation of tasks and ability to work to agreed aims and objectives

3. Proven experience in working within a target driven environment in which people are progressed to employment and/or further education/training

4. Demonstrable experience of working in a fast paced & proactive working environment with a ‘can-do’ attitude

5. Demonstrable experience of time management skills

6. Ability to create and sustain effective working relationships and build consensus with key stakeholders

7. Excellent written and oral communication skills

8. Motivating others and excellent interpersonal skills

9. Working positively within a team and building good working relationships

10. Being non-judgmental in approach to dealing with unemployed

11. Excellent organisational skills

12. Commitment to the development of people in the community

13. Facilitation/group-work skills

 **Circumstances Essential:**

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.

* 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 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 to:
* Email to **HR@ashtoncentre.com**.
* 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**.
* Should you have any queries please contact email at 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 via email.

**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 with the application form. This will be removed by the Monitoring Officer on receipt.

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>

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**Confidential**

Ashton Community Trust

Ashton Centre, 5 Churchill Street, Belfast BT15 2BP

Reference: **Belfast Works Training Coordinator**

**Employment Application Form**

Please complete this application form in **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:** | **EI Co-ordinator** | **Application No:** | **EIC/01/2021** |
| **Hours:** | **30 hours per week** |
| **Closing Date and Time:** | **Wednesday 3rd February 2021 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)

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| --- | --- | --- | --- |
| **Examination level** **(for example, GCSE/’A’ Level/Degree/NVQ** | **Subject(s)** | **Grade** | **Date Gained** |
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| **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. A Level 5 qualification in coaching, mentoring, advice and guidance (IAG) or counseling and at least two years’ experience of managing a similar service (health and wellbeing) in a community or health related setting. (Clearly state dates)****Or****A proven track record of 3 years or more experience of working within a health and wellbeing service which promotes employability as a team leader or equivalent. (Clearly state dates)** |
| **2. Tell the panel about your experience in supervising people and teams in a target driven environment within your capacity as team lead to ensure the smooth delivery of a quality service.**  |
| **3. Tell the panel about your experience of working in or closely with health organisations/agencies supporting people facing multiple barriers to employment including health and wellbeing issues.** |
| **4. Tell the panel about your experience of networking with multiple stakeholders to promote services, coordinate service delivery and source progression pathways for clients.** |
| **5. Tell the panel about your experience and good knowledge of I.T and database systems including the ability to use the full range of Microsoft office products (Word, Excel, Powerpoint, Outlook, etc).** |
| **6. Do you have a valid driving license and access to transport appropriate for the post? (ACT is aware that some persons with disabilities may not be able to hold a driving license. If this is the case, please demonstrate how you can fulfill the mobility requirements for the post for which you are applying).**  |
| 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 Data Protection Act 1998, 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. 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:** |
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| 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:  |

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**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 |

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

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| --- |
| **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…………………………………..** |

*QF16/4*

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**MONITORING FORM JOB REFERENCE NO: EIC/01/2021**

**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):

…………

**This questionnaire is not available to the panel and will be removed by the Monitoring Officer.**

*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.*







