



*Jobs With Purpose*

<b>Job title</b>	Community Outreach Officer – 2 posts
<b>Candidate Brief</b>	<p>NOW Group are an award-winning social enterprise who delivers services across Northern Ireland supporting people with learning difficulties, autism and neurodiverse conditions into jobs with a future. We are passionate about changing lives and our priority is on outcomes and impact for individuals, their families and communities who are the most disadvantaged. We support participants to have better health, a better education and a brighter future. Our services are continually evolving as a result of co-design, participant feedback and project learning.</p> <p>Our specialist employment and training services are funded by UKSPF and delivered through the SkillSET project, a partnership of 7 regional disability organisations. This project will provide targeted support to those with disabilities/health conditions who face multiple barriers in accessing employment and are furthest from the labour market.</p> <p>As a Community Outreach Officer within the Employment team, you will support individuals with learning difficulties, disabilities and autism through the delivery of skills coaching and mentoring to build independence and life skills. An integral part of the role will be to support our participants progressing from community services to employment and training, focusing on placement opportunities and further development of work-based skills.</p>
<b>Location</b>	Post 1 – NOW Group HQ Belfast to cover North Down & Ards Council areas
	Post 2 – NOW Group Omagh/Enniskillen to cover the Fermanagh & Omagh area
<b>Reports to</b>	Employment Development Manager
<b>Hours</b>	37.5 per week
<b>Salary scale</b>	£24,250 per annum, pro-rata
<b>Benefits</b>	<p>25 days annual leave plus 12 statutory days (pro-rata)            Health Cash Plan (on successful completion of probationary period)            Access to confidential Staff Counseling &amp; Financial Advisory Services            Stakeholder Pension Scheme (5% employer contribution)            Bike to Work Scheme            Holiday purchase scheme            Flexible working initiatives – Hybrid working model            Wellbeing initiatives</p>



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## **Mission**

Supporting people with learning difficulties and autism into jobs with a future.

## **Vision**

A society where people with learning difficulties live, work and socialize as valued citizens.

## **Main Responsibilities**

1. Provide person-centered support to participants within community opportunities and employment and training programmes.
2. Support participants within a range of settings including training sessions, academies, work placements and paid/voluntary jobs.
3. Provide effective coaching to individuals or small groups to motivate, address barriers, build skills and support progress towards participant's work-related and personal goals
4. Encourage participants to engage in social opportunities and build independence skills, including route training.
5. Build on existing external networks/relations and develop new contacts to increase range of activities and work placements available to participants.
6. Contribute to the achievement of targets within the Organisational Scorecard and NOW Group's strategic objectives.
7. Promote the NOW Group brand and tell our story through social media engagement, attending events, use of marketing materials and other key communication tools.
8. Take part in regular quality audits to ensure compliance with organisational and funder guidelines.
9. Comply fully with NOW Group's 'Organisational Approach to Safeguarding.'

**This job description is not definitive and may be subject to review as the duties and responsibilities determine.**

NOW Group adhere to the AccessNI Code of Practice and it is our policy to obtain an Enhanced Disclosure for employees who will be working within our service delivery teams. This check will be completed before employment commences and only if successful at interview. For further information please refer to the Access NI Code of Practice at [AccessNI Code of Practice \(nidirect.gov.uk\)](https://nidirect.gov.uk)

A copy of our policy on the secure handling, use, storage and retention of information is available on request.

In line with the Rehabilitation of Offenders (Exceptions)(NI) Order 1979 (as amended in 2014), NOW Group's will only ask about convictions which are defined as "not protected" for the purposes of obtaining a Standard or Enhanced disclosure. Please note that a criminal record will not necessarily be a bar to obtaining a position. A copy of our policy on the Recruitment of Ex-Offenders is available on request.



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### Personnel Specification

#### Essential

1. A full current driving license and access to a car. Consideration will be given to alternative travelling proposals in respect of applicants with a disability who cannot hold a license.
2. Ability to be flexible and adaptable - hours are flexible and may involve evening and weekend work as required.
3. Minimum level 2 qualification in English and Maths.
4. Minimum of one year's paid experience of working with either:
  - Participants with learning disabilities/difficulties
  - Experience assisting individuals into work.
  - Experience of liaising with employers
5. Proficient in the use of the Microsoft Office suite.
6. Excellent communication skills and public speaking/presentation skills.
7. Clear understanding and articulation of the barriers faced by people with learning disabilities or autism.

#### Desirable

1. Community Qualification (Level 3 or equivalent) or Foundation Diploma in Supported Employment.
2. Proven track record of securing employment for people with barriers to learning.

Shortlisting will be based on the evidence that you supply on your application form to satisfactorily demonstrate how, and to what extent, you meet the above criteria. The shortlisting panel will not make assumptions as to your circumstances, qualifications, and experience.

### Values & Behaviours



All employees in NOW Group are required to subscribe to the values of the organisation and demonstrate these values through agreed behaviours in their day-to-day work and their relationships with participants, stakeholders and colleagues. Candidates will be expected to demonstrate relevant values and behaviours as part of the interview process.