

## **JOB DESCRIPTION**

**JOB TITLE: PROJECT WORKER**

**SERVICE: PRACTICE AND PARTICIPATION – LINK ACADEMY**

**LOCATION: EDINBURGH**

The Link Academy team works primarily with people with complex and chaotic backgrounds. The service works hard and creatively to maintain the early engagement of participants. We are delighted to have our work in this area recognised through the SURF 2017 Award for 'removing barriers to employment' and the Mentor Networks inclusion award. We support people by offering mental health and wellbeing programmes, independent living skills and a wide range of qualifications to support their progression including employability, tenancy, youth work and leadership award qualifications.

### **VALUES**

The postholder will be expected to demonstrate LinkLiving's core values of:

- Empathy (listen to and understand an individual's needs and circumstances)
- Respect (treat others the way they wish to be treated)
- Integrity (be honest and have strong moral principles)
- Caring (show kindness and concern for others)

### **PURPOSE OF THE JOB**

The purpose of the job is to support people to achieve their goals and aspirations through group work by providing opportunities to enhance their knowledge and skills. You will be responsible for recruiting, training and supporting the programme participants. You will support the achievement of high standards and provide monitoring information in relation to the project's outcomes.

You will ensure that opportunities are provided to people equipping them with the skills to make a valuable contribution to the service and their wider community. You will support people into a positive destination whether that be re-engagement with education, training or employment. The Project Worker will provide support and offer guidance to programme participants, develop relationships with other agencies and services and actively promote LinkLiving's programmes and services.

### **MAIN TASKS**

- Recruit, induct and support a pool of participants to engage in a range of programmes.
- Deliver a variety of training to people based on their individual needs, aspirations and expectations.
- Facilitate delivery of mental health and wellbeing programmes
- Facilitate independent living skills workshops
- Provide supervisory support to course participants setting realistic and achievable targets with them to enable progress against individual objectives using Dynamics (Client Management System).
- Develop partnerships with other agencies and training providers to identify, develop and progress opportunities for young people.
- Monitor course participant records and progression to ensure they are maintained and updated for each project as required.

- Ensure course participants working environment and practice are safe in line with Health and Safety requirements.
- Contribute to practice and policy development ensuring they are grounded in the organisation's strategy and values.
- Active involvement in own learning and development keeping up to date with current thinking in employability and applying this in the development of innovative practice.
- Represent LinkLiving in a professional manner at all times and ensure that an efficient and courteous service is provided.

## **RELATIONSHIPS**

- Practice and Participation team
- Service users
- Colleagues, including LinkLiving staff and Link Group business partners
- Third Sector agencies
- Local Authorities
- Employers
- Funders
- Partner Agencies
- SQA
- Employability Networks

## **ACCOUNTABILITY**

This post is accountable to the Team Leader

## PERSON SPECIFICATION

VALUES	ESSENTIAL	DESIRABLE
Empathy (listen to and understand an individual's needs and circumstances)	√	
Respect (treat others the way they wish to be treated)	√	
Integrity (be honest and have strong moral principles)	√	
Caring (show kindness and concern for others)	√	
<b>EDUCATION &amp; QUALIFICATIONS</b>		
Good standard of education, e.g. standard grade passes (or equivalent) in core subjects such as English and Maths	√	
SQA Assessor and Verifier Qualification or willing to work towards it		√
<b>KNOWLEDGE / EXPERIENCE &amp; SKILLS</b>		
Experience of co-ordinating training courses.	√	
Knowledge of Trauma Skilled practice Framework (NES Framework)	√	
Experience working with people with complex needs/backgrounds	√	
Experience using Microsoft office suite	√	
Knowledge and understanding the of employability sector and volunteering initiatives	√	
Effective communication skills including excellent written and oral	√	
Experience of developing and delivering training programmes	√	
Knowledge of the use of evaluation methods to ensure training is effective	√	
Non-judgemental attitude and willingness to embrace diversity	√	
Ability to adapt to new environments	√	
Ability to work openly and honestly within a team setting	√	
Ability to prioritise and plan own and other members of the team work load	√	
Ability to create relationships/partnerships with other voluntary, employability networks and statutory agencies	√	
<b>GENERAL / OTHER</b>		
Ability to drive and able to travel between services, as required	√	

COMPETENCY MANAGEMENT FRAMEWORK	ALL ESSENTIAL AND WILL BE ASSESSED AT INTERVIEW
<p><b>COMMUNICATION:</b> Communicates ideas and information effectively, both verbally and in writing, ensuring messages are clear and understandable. Shares information openly and encourages a two way dialogue. Use appropriate language and style that is both relevant to the situation and to the people being addressed.</p>	
<p><b>CUSTOMER CENTRED APPROACH:</b> Puts the person at the heart of the service and is able to understand both internal and external customers and service users' needs. Takes personal responsibility for securing the satisfaction and well being of customers and service users. Encourages and maintains open, positive relationships with a wide range of people. Listens and communicates assertively to ensure mutual understanding.</p>	
<p><b>INNOVATION:</b> Constantly strives to evaluate, question and improve how things are done. Views improvement as a continuous process. Creatively explores and applies innovative approaches to improve the quality and delivery of services.</p>	
<p><b>LEADERSHIP:</b> The ability to lead, inspire and encourage others to meet business objectives whilst providing a clear vision and sense of purpose in all activities. Actively participates and contribute towards Project Teams, Committees and other working groups. Is supportive of colleagues, including secondees, placements and new employees.</p>	
<p><b>PERSONAL EFFECTIVENESS:</b> Takes personal responsibility for making things happen and achieving results. Presents ideas clearly and persuasively. Willing to take responsibility in challenging circumstances or when things go wrong. The ability to recognise and control own emotions and to respond to situations objectively, even when under pressure. The self-confidence and flexibility to adapt own response to suit the needs of the situation or to respond flexibly and prioritise depending on the other persons approach.</p>	
<p><b>PROBLEM SOLVING AND REASONING:</b> The ability to identify and resolve problems by gathering and analysing information from a range of sources, and make informed and effective decisions. Draws appropriate conclusions and considers the consequences of these decisions. Willingness to participate and contribute effectively to the team effort. Will put own interests aside when appropriate to meet the needs of the team.</p>	
<p><b>INFORMATION SYSTEMS:</b> A functional understanding of Link's core information communication technology – including Microsoft Office and Filestream systems. Ability to access and use personal computer software for effective communication and the management of information. Has a basic knowledge of PCs, including keyboard skills and will take active steps to update personal computer literacy skills and to support others when required.</p>	
<p><b>WORKING TOGETHER:</b> Willingness to participate and contribute effectively to the team effort. Will put own interests aside when appropriate to meet the needs of the team. Takes positive action to build the team and works through conflict to achieve resolution. Makes other team members feel valued. Knows what their team aims to achieve, their role and the part they play and takes positive action to build the team mentors/coaches new employees.</p>	

## TERMS AND CONDITIONS OF EMPLOYMENT

Noted below is a summary of the general terms and conditions of employment of LinkLiving employees. Those quoted apply to full-time posts and part-time staff will be eligible to receive the same employment terms on a pro-rated basis. Employees on fixed term contracts are also eligible, subject to the restriction of their contract. An individual contract may determine additional terms particular to that appointment and employees should also refer to their own contract of employment.

### Hours

Full-time, 37.5 hours per week, usually Monday to Friday, but requires flexibility around the needs of the service.

### Contract

The post is permanent

### Salary

Placement within the salary range will be dependent on a number of factors including skills and experience.

Progressing through the salary range will be determined by an assessment of individual performance against an agreed Job Plan and following a recommendation made to the Management Team at each performance year-end.

Project Worker Salary Range £24,211 - £26,759 per annum (dependent on skills & experience).

An Inflation-Related Pay Award is normally awarded annually in April.

### Annual Leave

35 days pro rata per annum (including 10 public holidays) rising to 38 days after completion of three years' service.

### Pension

Link is required by law to automatically enrol eligible employees to its pension scheme. Auto-enrolment rates from 1 April 2019 are:

- Link: 5% of basic salary
- Employee: 3% of basic salary

### Employees can opt to increase their contributions:

Employee:	4%	5%
Link:	6%	6%

### Travel

LinkLiving will support eligible employees employed by LinkLiving and providing support to service users across a geographical area where a bus pass is the most cost-effective means of travel, with the cost of a monthly bus pass. Eligible employees can claim for the cost of a monthly bus pass through iTrent Self Service. Reimbursement will be made through payroll and tax and national insurance contributions deducted. Claims for annual bus passes will not be authorised.

Use of your own car for business mileage, where authorised, will be reimbursed at a rate of 45p per miles. LinkLiving adopts the Inland Revenue approved mileage rate system.

**On-Call**

Where an on-call rota is in place, a separate allowance of £20 will be paid per shift.

**Time Back**

There is a time back arrangement for additional hours worked in excess of the contracted hours.

**Probationary Period**

There is a 6-month probationary period, which may be extended to 9 months following consultation with individuals.

**Support and Supervision**

You will have regular support and supervision meetings with your line manager

**Smoking**

All Link group offices operate a NO SMOKING POLICY – you may have to work with service users who smoke.

**Health Care Cash Plan**

A non-contributory Healthcare Cash plan scheme for employees and children under 18 years old. [Option to include partners]

Protecting Vulnerable Groups Scheme (PVG) Information for applicants who wish to work with Link

People who work on a regular basis with vulnerable groups will be required to join the Protecting Vulnerable Groups (PVG) Scheme. This Scheme replaces the Enhanced Disclosure Scotland checking process for organisations and it is a mandatory requirement of working within Link.

As well as strengthening safeguards for children, the PVG Scheme will improve protection for adults because, for the first time in Scotland, there will be a list of those who are barred from working with protected adults - there is already a list of those who are barred from working with children. A protected adult is a person, aged 16 or over, who receives one or more type of care or welfare service either regularly or for a short period of time.

People who work, on a regular basis, with vulnerable groups will join the PVG Scheme and from then on, their membership records will be automatically updated if any new vetting information arises. Vetting information is conviction information retrieved from criminal justice systems and nonconviction information held by the police that is considered relevant.

In order to become a member of this scheme for the first time the cost is £59. Should you be successful in securing a post with Link it will be expected that you will meet the registration cost.

If you are already an existing PVG scheme member, Link will meet the cost to update your application if you are currently a member of the workforce(s) to which the application relates i.e., if you are already a member for adults and your role requires you to be checked for adults then this update will be paid by Link. If you are not a member of the workforce(s) to which your application relates, then you will be expected to meet the registration cost of £59 as mentioned above in order to join the group you require for your role.

For further information please refer to the disclosure Scotland website - <http://www.disclosurescotland.co.uk/pdf/protecting-vulnerable-groups-scheme.pdf>