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**Project Worker (Community Mental Health Fund – ND:Well Service)**

**Salary:** £29,547 per annum (pro rata for part time)

**Responsible to:** Service Manager

**Location:** Edinburgh

**Hours:** 20 hours per week, specific days/hours to be negotiated. May include evenings and weekends where necessary and by prior arrangement.

**Leave entitlement:** 25 days annual leave, plus 10 statutory holidays (pro rata for part time)

**Objective**

**To contribute to the improved mental health and wellbeing of autistic children and young people through early intervention and support.**

**Key Responsibilities**

**Service Delivery:**

* Demonstrate a Neuroaffirming approach with children, young people, families and professionals.
* Create a safe space in all interactions with neurodivergent children, young people and their families where they can share, reflect and feel supported.
* Communicate compassionately and effectively with autistic children, young people and their families, demonstrating a commitment to the child’s voice and lived experience.
* Assess the needs of autistic children and young people, identifying appropriate supports and strategies to improve mental health and wellbeing.
* Deliver direct group based support to autistic children and young people to help them understand and support their needs.
* Develop and deliver individual child led mental health and wellbeing support for autistic children and young people.
* Liaise with families to best support their children and young people, enhancing their understanding of autism and mental and emotional health, advocating for the needs of their children and young people and reinforcing wellbeing strategies.
* Service delivery using a variety of formats, including online and in person, set content and facilitated peer discussion.
* Work alongside community partners (Schools, Statutory Organisations, Voluntary Sector) to support autistic children and young people to improve their mental health and wellbeing.
* Liaise with other agencies, including those within the ND:Well collaborative, and work in partnership with them to meet the needs of children and young people and their families.
* Contribute to effective team working, including with the wider ND:Well collaborative.
* Maintain a high standard of practice, including knowledge of current research and local practice, ensuring that all work is undertaken in accordance with the aims and objectives of Tailor Ed Foundation, ND:Well and of the Community Mental Health Fund.

**Administrative/Other:**

* Keep accurate and comprehensive written records.
* Understand the need for confidentiality and sensitivity in all areas of work.
* Contribute to effective teamwork of the project and encourage an open and communicative environment.
* Organise own diary/hours.
* Maintain records and other IT systems.
* Undertake any appropriate duties as requested by the Service Manager to further the aims and objectives of Tailor Ed Foundation, the ND:Well service and the Community Mental Health Fund.
* Support the Service Manager in fulfilling the aims and objectives of the project.

**Person Specification**

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| --- | --- | --- |
| **Area** | **Essential** | **Desirable** |
| **Education / training** | * Relevant professional qualification in psychology, child development, additional support needs, education, social work or health. | * Training / qualifications specific to understanding and supporting autism * Training / qualifications specific to mental health and wellbeing |
| **Experience** | * Neuroaffirming approach * Direct work with children and young people * Assessment of CYP needs and help available * Experience of delivering CYP group work/programmes * Experience of providing individual programmes of support * Flexible and responsive approach to service delivery including person centred support * Reflective practitioner, responsible for own personal and professional development | * Partnership working * Lived experience or direct work experience of families of autistic children and young people * Lone working |
| **Knowledge** | * Approaches to group work * Issues faced by families impacted by disability * Child development including specific knowledge of neurodivergence and how this may impact development * Understanding of mental health and wellbeing and how neurodivergence can affect this * Child protection * Principles of monitoring and evaluation * An understanding of and commitment to equal opportunities, anti-discriminatory practice and user participation | * Trauma informed practice * Understanding of ‘Getting it Right for Every Child’ principles * Understanding of Community Mental Health Funding principles * Understanding of local policy and practice * Understanding of the third sector * Knowledge of support and communication strategies for autistic children and young people * Knowledge of local services and networks |
| **Skills** | * Neuroaffirming approach * Managing group work dynamics * Effective interpersonal and communication skills, including active and empathic listening * Presentation skills * High quality written skills, including recording and reporting * Ability to effectively and sensitively support and advocate for others * Calm and supportive approach to dealing with challenging situations. * Strong organisational skills, including time management and preparedness * Team working * IT literate | * Variety of strategies and skills for communicating with autistic children and young people |
| **Other** | * Empathic and sensitive approach * Willing to undertake training and on-going learning * Enjoys working alongside people of all ages and backgrounds |  |

**Organisational values**

Tailor Ed is

* Supportive, Compassionate and Respectful
* Dedicated, Committed and Perseverant
* Tailored and Adaptable
* Realistic but Ambitious
* Skillful and Professional
* Collaborative and “with”