

JOB PROFILE

Job Title: Disability Job Hub Lead

Grade: 4.2

Reports to: Good Work Camden Manager

Permanent full-time

Introduction

Camden is investing more in employment support to ensure that residents can access good work that enables them to live secure, sustainable and happy lives.

Through Good Work Camden, we've designed and delivered Job Hubs that provide accessible and relational employment support, testing innovative approaches to supporting residents, investing in our employment and skills partners and giving businesses the support they need to enhance their recruitment practices.

After a period of consultation and co-design with Disabled residents and specialist organisations, we launched a new Disability Job Hub in 2023 where residents who identify as having a disability can receive specialist support to help them into good work and other opportunities. After a successful 2-year pilot, we are very happy to be adding the Disability Job Hub to Good Work Camden's core offer.

Role purpose:

We want everyone in Camden to lead good lives, and we know that being in good work is a key part of this. We want Camden residents to be in work that makes use of and develops their skills, gives them a sense of purpose and contribution, and pays them a good wage, in order for them to lead the life they want to lead.

Too many Camden residents are unable to find good work, locked out of the labour market and unable to find the support that they need to address challenges related to health, housing and other important matters that impact their ability to find and stay in work.

We want to support these residents to find work that works for them, through bespoke one to one support, career counselling, and relevant skill building and work preparation.

As part of this, we have established a new Disability Job Hub that supports Disabled residents and helps to break down the additional barriers that they face when looking for work, as well as when in work.

We're looking for a proactive, strategic and relational person to lead this new Disability Job Hub. This is an exciting opportunity for someone experienced in supporting Disabled people to build on the development and delivery already achieved, and help to take the Disability Job Hub to the next level, in genuine partnership with the Disabled community.

With the support of other council officers, you will take what you've learned about the community's needs to grow the team in the Hub and connect with other relevant services. Above all, you will build a strong relationship with the community you work in and help the residents you get to know into work that is good for them.

Example outcomes or objectives that this role will deliver:

- Continue to build and improve the hub by working in line with the Social Model of Disability and through coproduction with disabled residents.

- Continue to build strong local relationships and gain a deep understanding of the Disabled community's needs regarding employment and good work
- Translate this understanding into an offer to residents that helps them move into, and stay in, good work
- Continue to grow and lead a team that can help deliver the support that will meet these needs
- Advocate for Disabled residents and their rights
- Work with local businesses to broker roles for residents
- Provide one to one and group support to residents to get into good work
- Raise awareness of the support available in the local community – develop and implement a resident outreach and communications programme
- Play a key role in the formation of an advisory board that will oversee the hub's work
- Connect and collaborate with other relevant support services and organisations to ensure residents get all the support they need within the place that they live

About you

To be considered for this post, you should possess, and be able to demonstrate, all of the following:

- You have personal experience of disability as a barrier to good work or of supporting someone with a disability. Ideally, you have experience of supporting Disabled people into employment.
- You are committed to the Social Model of Disability as a key driver to the approach to the work.

- You build great relationships: you can build strong relationships with a wide group of people, and understand how to build different types of professional relationships with stakeholders including residents, service providers, employers and council officers
- You are a great listener: you are open and inquisitive in the way you listen to others, respecting and valuing their contribution, and asking great questions to gain deeper understanding
- You are an experienced coach and advisor: you have practical experience of supporting people into work, with a particular understanding of the challenges faced within communities and the expertise to advise of appropriate options. You have a minimum Level 3 IAG qualification, or other similar qualification or experience
- You are strategic and know how to chart a course: you have experience in leading projects and translating insight into a strategic action plan. You know how to weigh up a range of different options and take a decision for maximum positive social impact. You can inspire others around this course of action
- You can build great teams: you have experience in leading others, helping them to achieve their potential, and manage a sensitive and at times demanding workload
- You are creative and comfortable in uncertainty: you are excited to come up with new solutions to challenges you are presented with
- You are a collaborator by nature: you recognise that projects work best when they are a shared endeavour, and have experience in building strong partnerships with other services or providers to achieve shared aims
- You take a wider view: you have knowledge of the wider provision of support that is required to help someone into good work, and how to connect it around an individual's needs

We welcome applications from all groups but are particularly interested in individuals who have lived experience of disability or supporting someone with a disability.

People Management Responsibilities:

- You will line manage a specialist Learning Disability Job Hub Advisor. As the hub grows, this may expand to include another Disability Job Hub Advisor.

Relationships:

- This role reports to the Good Work Camden Manager
- You will build strong relationships with council officers within Inclusive Economy, Adult Social Care and other service providers
- The role will also work with Directors and Head of Service within all three directorates: Supporting Communities, Supporting People and Corporate Services

Work Environment:

- 5 Pancras Square and frequent co-location with other service(s) across the borough