

Candidates for this post will be assessed on their ability to do the job as outlined in the job description and using the person specification criteria set out below.

### **Experience**

#### **Essential:**

1. Experience of providing independent advocacy or experience of supporting individuals to have a voice and uphold their rights.
2. Experience of working with people who are facing disadvantage or are from disenfranchised groups.

### **Qualifications**

#### **Essential:**

1. To have or be willing to work towards the Level 4 Independent Advocacy Qualification (IAQ) and a range of specialist advocacy qualifications.

#### **Desirable:**

2. Training or qualifications relevant to the skills required.

### **Knowledge**

#### **Essential:**

1. Awareness of equal opportunity issues.

#### **Desirable:**

2. Understanding of the principles and provision of independent advocacy.
3. Awareness of the legislation which can impact upon advocacy e.g. Mental Capacity Act, Mental Health Act, Care Act, and the Human Rights Act.

### **Skills**

#### **Essential:**

1. Ability to develop and maintain trusting and positive professional relationships with people who use our services.
2. Ability to communicate effectively with different audiences in a variety of settings and using different formats.
3. Ability to develop and maintain effective relationships with a range of stakeholders e.g. partner organisations, statutory services.
4. Good IT skills in order to be self-supporting, including online research, production of reports and presentations.
5. Ability to recognise and work under pressure and deal sensitively and effectively with conflict.
6. Skills and ability to work on your own initiative, plan and manage your own workload effectively, keep clear, timely and accurate records and meet deadlines.

#### **Desirable:**

7. Access to transport.
8. Ability to speak a language or languages relevant to the diverse cultures of Leeds.

## Attitudes and Disposition:

### Essential:

1. To demonstrate, work within and uphold the values of The Advonet Group which are:

- **Independence and Empowerment:** To trust each other to make decisions based on our values, policies, processes, and resources. To work hard to support and helpfully challenge ourselves, our clients, and other people we work with and ensure resources are accessible to everyone.
- **Integrity:** To be open, honest, and clear with our clients, ourselves, and other professionals about what we can and can't do. To be accountable to each other and our clients and be responsible for what we do. Be open to challenges and reflect and take responsibility when things don't go as planned and celebrate our achievements and successes.
- **Equality and Diversity:** To promote equality and diversity within the Advonet Group and the wider community to give everyone an equal voice. Ensure we are inclusive and accessible for people of all ethnicities, races, gender identities, sexualities, and religious beliefs. To meet the needs of both colleagues and clients and offer training and development)

### Desirable:

- Lived Experience