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 in a paid or unpaid capacity.
2. Experience of working as an advocate.
3. At least two years’ recent experience of working with people who are facing disadvantage/ from disenfranchised groups in a paid or unpaid capacity.
4. Experience of working effectively in an inter-agency context and with a range of people, including health and social care professionals, families and carers.

**Qualifications**

**Essential:**

1. To have or be willing to work towards the Level 3 Independent Advocacy Qualification and a range of specialist advocacy qualifications.

**Desirable:**

1. Training or qualifications relevant to the skills required.

**Knowledge**

**Essential:**

1. Demonstrated knowledge and understanding of the principles and provision of independent advocacy.
2. An understanding of the needs and issues faced by people who are facing disadvantage/ from disenfranchised groups
3. An understanding of the legislation which can impact upon advocacy and health and social care provision e.g. Mental Capacity Act, Mental Health Act, Care Act and the Human Rights Act.
4. A good working knowledge of health and social care systems, policies and procedures that can influence advocacy.
5. Awareness of equal opportunity issues.

**Desirable:**

1. Knowledge of Leeds and surrounding areas.

**Skills**

**Essential:**

1. Ability to develop and maintain trusting and positive professional relationships with people who use our services.
2. Ability to communicate effectively and concisely with a range of different audiences in a wide variety of settings and a variety of formats including with people who may have difficulty communicating – for example people with dementia, experiencing psychosis or with learning disabilities.
3. Ability to keep up to date accurate and accessible electronic and paper case records.
4. Good IT skills in Microsoft Office packages (Word, Excel, Powerpoint and Outlook) in order to be self-supporting, including online research, production of reports and presentations.
5. Ability to give and receive support to colleagues and recognise when this is needed.
6. Ability to recognise and work under stress and deal sensitively and effectively with conflict.
7. Ability to develop and maintain effective relationships with a range of stakeholders e.g. partner organisations, statutory services.
8. Skills and ability to work on your own initiative, plan and manage your own workload, keep clear and accurate records and meet deadlines.
9. Ability to work positively as part of a team in an equal opportunities environment.
10. Ability to research / analyse information, produce reports, policies etc.
11. Ability to contribute to writing and the monitoring of strategic plans.
12. Ability to facilitate client involvement and coproduction.
13. Ability to mentor less experienced advocates.
14. Ability to supervise and support volunteers.
15. Ability to mentor and support advocates from other organisations and community groups.
16. Ability to engage diverse audiences with Advonet and advocacy through a range of means (e.g. training, presentations, visits to external agencies).

**Desirable:**

1. Ability to speak a language or languages relevant to the diverse cultures of Leeds

**Attitudes and Disposition:**

**Essential:**

1. Willing and able to work with and take strategic direction from the team manager.
2. A commitment to equality, diversity and fairness and an ability to apply these principles in practical decision making.
3. To exemplify a person centred approach and empowerment with service users, volunteers and others.
4. High level of self-awareness and commitment to your own professional development.
5. A strong sense of personal accountability for developing Advonet and advocacy in Leeds.
6. A commitment to the principles of advocacy and the values, aims and objectives of Advonet.
7. A high degree of emotional intelligence to lead and empower others to maximise their strengths.
8. To be creative and solution focussed.
9. To work with integrity and passion.

**Desirable:**

1. Relevant Lived Experience.