



The ADD-vance ADHD and Autism Trust

Passionate about Understanding, Embracing and Celebrating Neurodiversity

Job Description

Job title	Neurodiversity Support Hub Worker
Reporting to	Neurodiversity Hub Manager
Contract	Three-year fixed term with potential extension if funding allows
Location	Hatfield office – Office based role only
Hours	Part-time, Monday to Friday, to cover helpline hours 9am – 2.30pm (role may include occasional evening work on rota basis – expected to be twice every half term)
Pay	£16,830 - £19,663 Pro rata'd (£22,950 - 26,813 FTE)
Annual Leave	5 weeks per annum plus bank holidays

Main purpose of the role

- As part of the Neurodiversity Support Hub team, to provide information and support to parents, carers and professionals who contact ADD-vance seeking help and guidance on issues surrounding neurodiversity, with a particular focus on those supporting children and young people
- To create and provide short term action plans for parent/carers whose presenting needs may require additional input

Main duties and responsibilities

- To work as part of the Neurodiversity Support Hub team, acting as the first point of contact for professionals, parents and carers who approach ADD-vance for information and support
- To handle calls effectively, enabling those who call in crisis to feel heard and supported and to assist them in building strategies that work towards positive outcomes for themselves and their families
- To respond to email, WhatsApp and Facebook Messenger posts from parents seeking additional support, either to divert them to the helpline or communicate with them in writing
- To signpost and refer to services both internal and external to ADD-vance that will meet the needs identified when a parent/carer or professional contacts ADD-vance via the Neurodiversity Support Hub
- Where required, to create and agree short term action plans with parents and carers to enable them to access appropriate services and engage with any other support they require

- Refer to the 121 support worker where longer term support is required for more vulnerable parents and carers
- To respond appropriately to enquiries from professionals and external agencies who are supporting neurodivergent individuals including those who are Autistic, ADHD or have other neurodivergent conditions
- To input and maintain accurate records of all enquiries, signposting and support plans created
- To write up case studies and report accurately to senior management and funders on service provision as required
- As part of the office team to support parents, carers and young people when they come into the office for Qb checks and other support services
- To maintain high levels of confidentiality across the service provided
- To have an excellent understanding of safeguarding and report any concerns to the Safeguarding Lead when required
- To liaise and network with external agencies, for example other voluntary organisations and Hertfordshire County Council

Other Duties

- Work as part of the office team, deputising for colleagues, and willingness to accept any other reasonable additional tasks to ensure the smooth running of the office
- Support the office team in maintaining the library resources and keeping it tidy
- Comply with all ADD-vance policies, including health and safety requirements – reporting any issues to HCF Facilities management or the CEO as appropriate
- Attend regular team meetings, either in person or by Zoom as required
- Liaise with other team members within ADD-vance including coaches and trainers to answer specific questions
- Stay up to date with latest developments in neurodiversity and in the services offered in Hertfordshire, feeding back to other team members as appropriate

Registered Office: Foundation House, 2-4 Forum Place, Hatfield, Hertfordshire AL10 0RN

Helpdesk: 01727 833963

Email: herts@add-vance.org

Web: www.add-vance.org

Person Specification

The specific experience, knowledge, skills, qualifications and attributes that are needed for this role

<p>Experience</p>	<ul style="list-style-type: none"> ● Working with parents/carers of neurodivergent children ● Creating and delivering support plans ● Working with multiple different agencies to broker support for families ● Working in an office environment ● Experience of taking calls from members of the public or working with them face to face in a relatable role <p>Desirable</p> <ul style="list-style-type: none"> ● Experience of working on a helpline in an emotionally pressured environment ● Experience of working within a charity
<p>Knowledge & technical skills</p>	<ul style="list-style-type: none"> ● Excellent understanding of ADHD and Autism and the issues that neurodivergent individuals and families face ● Willingness to learn and increase your knowledge around neurodivergent conditions ● Excellent knowledge of local SEN support networks and how to access these ● Excellent communication skills both verbally and in writing ● Strong organisational skills, good record keeping skills, self-supporting and good at problem solving ● Good working knowledge of IT – Word, Excel, websites, internet etc ● Ability to plan, prioritise and manage own workload and deadlines <p>Desirable</p> <ul style="list-style-type: none"> ● Up-to-date understanding of safeguarding issues – training will be given ● Understanding of the EHCP process

Personal Attributes	<ul style="list-style-type: none"> ● Excellent listening skills alongside an exemplary telephone manner and people skills ● Highly motivated, organised self-starter ● Empathetic approach with a genuine desire to make a positive impact in the lives of neurodivergent families. Willingness to offer advice from first-hand experience of supporting neurodivergent children ● Able to work under pressure and manage priorities as well as multi-task ● Ability and desire to provide service users with an outstanding service, whilst maintaining awareness of professional boundaries ● Excellent attention to detail ● Able to accept feedback and identify personal training needs ● Able to work effectively as part of a supportive team ● Able to adhere to agreed hours of working, and complete projects in a timely and accurate manner ● Ability to maintain confidentiality and work flexibly
Education and Qualifications	Desirable <ul style="list-style-type: none"> ● Qualifications in relevant subject such as psychology, counselling, mediation, coaching, social work or similar
Other	<ul style="list-style-type: none"> ● Able to work from office in Hatfield and travel locally within Hertfordshire from time to time if required ● Able to show flexibility to take on other projects and duties, as required