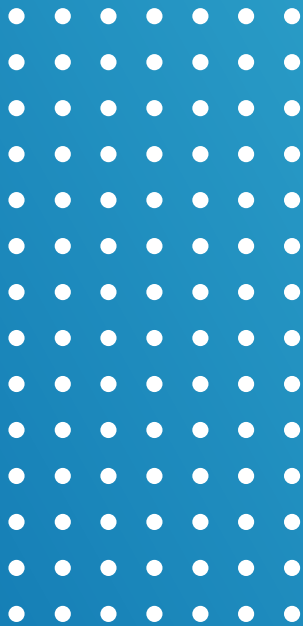


WORKING WITH ADD-vance

Passionate about understanding,
embracing & celebrating neurodiversity



2026

ADD-vance

The ADHD and Autism Trust

Welcome from our CEO

I'm delighted that you're interested in joining us at The ADD-vance ADHD and Autism Trust. We are a local charity, who are passionate about understanding, embracing and celebrating neurodiversity. Our dedicated staff at ADD-vance make a big difference in the lives of families of neurodivergent children and young people in Hertfordshire and beyond. If successful, you'd be joining a great team of experts by experience – each team member is a parent or carer of an Autistic or ADHD child.

The majority of our work is directly with parents and carers, although we also support professionals who care for neurodivergent children and young people, employers, and young people themselves. ADD-vance has been helping families since 1996 and every year we support and train over 10,000 individuals, giving them the skills and knowledge to create environments within which neurodivergent individuals can thrive.

With the increasing **awareness** of neurodiversity in our society, we are seeing more and more demand for help from families recognising their need for support to enable their children and young people to thrive.

We work with parents and carers of young people who are often dealing with complex and difficult issues at home and in school; it can be challenging for our team, but nothing is more rewarding than knowing that you have made a real difference to the lives of the families who contact us.

Our values are really important to us, we value Expertise by **Experience**, our approach **Empowers** and **Equips**, we are **Approachable**, and we **Celebrate** Neurodiversity. If that sounds like you too, then please apply to come and join us.

DEBBIE WOOD
Chief Executive Officer



OUR IMPACT

In the past 12 months ADD-vance has

11k+

Parents/Carers
& Professionals
trained

8k+

Social
followers

1.9k

Helpline calls
answered

Introduction

ABOUT US



At ADD-vance We don't just understand neurodiversity, we live it. Since 1996, our charity has supported thousands of Hertfordshire families and professionals through the lived experience of our dedicated team.

We believe that every neurodivergent child deserves the chance to thrive, and we are here to provide the knowledge, strategies, and community support to make that a reality.

Our Values

Expertise by Experience – our credibility and passion comes from having walked a similar path, whilst acknowledging the individual journey of every neurodivergent person and their family.

Empowers and Equips families and individuals to reach their full potential by working collaboratively to ensure neurodivergent children and young people are supported to thrive.

Celebrate Neurodiversity – our committed team celebrates the unique strengths that come from being able to 'think differently' as neurodivergent children and adults.

Approachable, offering compassionate, non-judgmental support and understanding based on our expertise by experience, whilst providing professional and knowledgeable specialist services to families and other stakeholders.

What We Do

OUR SERVICES

Neurodiversity Support for Hertfordshire Parents & Carers

Passionate about Understanding, Embracing and Celebrating Neurodiversity, our support for parents and carers is provided by our specialist team of experts by experience who "walk the talk" everyday!



NEURODIVERSITY SUPPORT HUB



Whether you need practical advice, emotional support or simply a listening ear, we're here for you.

Term Time: Mon, Wed & Fri : 9am - 1pm / Tues & Thurs: 9am - 3pm
Wed evenings by appointment: 7pm - 9pm

School Holidays: Mon - Fri : 9am - 1pm

01727 833963 supporthub@add-vance.org

COURSES, WORKSHOPS & SUPPORT GROUPS



Interactive **Six Week Courses:** learn how to support your neurodivergent child - run by our Specialist ADD-vance trainers.

Online Workshops: 90 minute deep dive into a wide variety of topics

Support Groups: Facilitated by Specialist Coaches

SPECIALIST SERVICES



Targeted **Specialist Support Services** provided by our team of practitioners who are also experts by experience. Fees apply for these services.

➤ QbCheck ➤ SEN (EHCP) Support Services ➤ Specialist Coaching ➤ Sleep Support Service

UNDERSTANDING MY ADHD/AUTISM: EMPOWERMENT COURSES FOR CHILDREN AND YOUNG TEENS



Transformative six-week **Group Courses** designed to empower Autistic & ADHD children & young teens

Registered Office: Foundation House, 2-4 Forum
Place, Hatfield, Hertfordshire AL10 0RN
Registered Charity No. 1158968



WORK WITH US

We'd love to hear from you, please see below for details on how to apply or contact us for more information

Interested?

HOW TO APPLY



Review the Job Description on our website www.add-vance.org and send your CV along with a covering letter detailing how you and your experience would fit the role.

Please put the Job Title in the subject line and email it to:

jobapplications@add-vance.org

If you have any questions regarding the role or the application process please email jobapplications@add-vance.org.

If you require any adjustments during the application, interview or assessment process, including providing information in an alternative format, please ask by emailing jobapplications@add-vance.org.

Equal Opportunity and Diversity Statement

ADD-vance is an equal opportunity employer that is committed to diversity and inclusion in the workplace and in our service delivery. We prohibit discrimination and harassment of any kind based on age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or any other protected characteristic as outlined in the Equality Act 2010.

This policy applies to all delivery and employment practices within our organisation, including access to our support and training services, hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. ADD-vance makes hiring decisions based solely on qualifications, merit, and business needs at the time. For more information, read through our EEO Policy which can be requested from herts@add-vance.org.

What We Will Do **FOR YOU**

ADD-vance is committed to facilitating a fully inclusive workplace that values all individuals. We offer a friendly work environment and provide a genuine understanding of the work-life balance pressures associated with parenting neurodivergent children.



Development

We are committed to supporting your learning and progression and will provide you with regular opportunities for training and continuing professional development



Annual Leave

You will be entitled to 25 days annual leave pro-rata'd for part time roles



Pension

We provide a pension scheme via Nest, with 5% contribution from you, and we will contribute 3%

ADD-vance

The ADHD and Autism Trust

Please get in touch if you'd like to find out more:

herts@add-vance.org

[01727 833 963](tel:01727833963)

www.add-vance.org



[addvance_adhd_and_asd](https://www.instagram.com/addvance_adhd_and_asd)



[ADD-vance - ADHD & Autism Trust](https://www.facebook.com/ADD-vance-ADHD-Autism-Trust)

Registered Charity No. 1158968

Foundation House, 2-4 Forum Place, Fiddlebridge Lane, Hatfield, AL10 0RN