Role profile

**16-19 Careers Information Advice and Guidance Personal Advisor**

**Our values:**

**We are dedicated, respectful, collaborative. We are Milton Keynes City Council.**

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| **Service** | Education Sufficiency, Access and Attendance  |
| **Reports to** | Team Leader |
| **Job family** | Professional and Technical |
| **Grade**  | F |
| **Political restricted?** | N |
| **DBS required?** | Y - enhanced |
| **Date**  | May 2022 |
| **JE Code** | JE1779 |

Key deliverables

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| **1** | The post holder will work directly with young people with SEND, young people within the Youth Justice Services, Looked After young people and those who are NEET and their families. Work will be with settings to ensure careers reviews are delivered through a focused person-centred approach. Listening, signposting, giving advice, information and support will be key aspects of this process that results in more young people securing employment, education places or apprenticeships. |
| **2** | To work within the Access to Education, Employment, and Training team as part of a wider multi-disciplinary team, providing information, advice and guidance to young people in settings across Milton Keynes to reduce the number of 16–18-year-olds who are/become NEET. |
| **3** | Contribute to the careers review process for young people in local post 16 provisions which will include young people on supported apprenticeships/internships; this work will also include managing the process where a change of place is requested |
| **4** | Where appropriate, provide outreach support to young people aged 16 – 19 that are NEET, liaising closely with other agencies to ensure the young person is re-engaged with some form of learning and education. |
| **5** | Work with key colleagues in, Community Learning, Youth Justice, Schools, Colleges, Early Help and the Virtual School to ensure a comprehensive local offer on post 16 services. |
| **6** | Use systems and resources to effectively manage and record case work to ensure that all MKCC’s statutory NEET returns, including the September Guarantee and Activity Survey are completed accurately and on time. |
| **7** | Support settings offering Pre NEET support and support the transition to adulthood that includes education and/or employment.  |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and city council wide needs*

**Essential requirements** Key skills, expertise, and qualifications

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| **1** | Professional qualifications: Dip CG/QCG/NVQ4 Advice and Guidance and evidence of recent and relevant CPD |
| **2** | Experience of working with young people who have special educational needs or multiple barriers and be able to demonstrate an understanding of the impact of those barriers have on young people’s learning and their engagement in the setting. Demonstrate an understanding of and commitment to safeguarding principles. |
| **3** | Ability to communicate effectively to a high level both orally and in writing and ICT proficient to communicate and record in accordance with Milton Keynes City Council IT policies. |
| **4** | Experience of promoting inclusion of children and young people with SEND within an educational setting/post 16 setting and understand the needs of young people who present with SEND and multiple barriers including challenging behaviour. |
| **5** | Have knowledge and understanding of the needs of young people who are NEET, have SEND, who are Looked After and young people working with the Youth Justice service.  |
| **6** | An ability to respond flexibly, working within a range of environments and situations to meet the needs of young people. |

Job family

**Professional and Technical (Grade F)**

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| **Colleague expectations*** Be professional at all times
* Work together for the good of the team, city council and local people
* Promote a supportive culture
* Challenge assumptions
* Take ownership
* Be willing to change and do things differently
* Always work in a safe manner
 | **Manager expectations*** Be a role model by displaying positive behaviours at all times
* Make well-considered decisions
* Support, coach and communicate with my team
* Be accountable for my team’s performance
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Professional and Technical job holders rely upon their deep knowledge of the specialism or discipline in which they work to carry out vital tasks and provide authoritative advice to others. Often developing within recognised career paths, their evolving expertise sees them bear increasing responsibility for managing city council assets, the development of policies and procedures and the strategic direction of the functions they support.

This element of the profile, taken from the job family descriptor for this grade, provides a general understanding of the level of work and demands required.

**Role characteristics**

At this level with dedicated specialist qualifications or an equivalent level of direct experience in their particular field, job holders deal autonomously with complex issues, analysing and forming judgements about not only their own technical or professional specialism, but also the attendant resource, finance, planning and similar issues that combine to challenge the job holder.

**The knowledge and skills required**

The range of knowledge required for these roles includes an understanding of the policies and procedures across the specialist area in which job holders work, as well as a solid underpinning of technical knowledge gained through dedicated formal education.

Job holders will have been working within the specific field for a reasonable time, such that they have been exposed to many of the routine and more unexpected circumstances of their role.

While the majority of roles will have demands for manual dexterity in relation to typing and similar functions, jobs will use a range of equipment requiring precision in their use and handling.

**Thinking, planning and communication**

The situations and problems dealt with at this level will be increasingly complex, involving several information streams where analytical and judgemental skills will be needed to interpret information correctly and determine optimum solutions.

Job holders will have plenty of day-to-day issues to contend with, they will also need to plan some months ahead to achieve medium term objectives in such areas as project support or service development.

At this level, the information exchanged with internal and external colleagues, and members of the public will call for developed communication skills on the part of the job holders. Matters will be technically complicated, requiring careful explanation, or sensitive, requiring significant listening skills to interpret information and provide appropriate advice.

**Decision making and innovation**

Job holders will have the autonomy to adapt specific approaches to better meet medium term objectives. They will be bound by the recognised procedural framework of their specialism as it is managed by the city council but will decide when and precisely how duties are to be carried out. They will also deal with problems (often escalated to this level) for which there are no set-down routes to a solution other than broad service practice guidelines.

**Areas of responsibility**

With a diverse range of jobs being represented at this level, the precise blend of responsibilities for which the job holder is accountable will depend upon the service in which they operate.

External facing roles will focus on the needs of people whether external service users or partners and will be responsible for high impact decision making and the implementation of appropriate programmes on behalf of individuals or groups of people or enforcement of regulations which have direct and significant consequences upon those served. Such roles are likely to have only modest levels of responsibility for finance, information assets, equipment and/or premises.

Internal roles are likely to have this pattern reversed, with weightier responsibility for significant financial and non-financial assets, but less for the assessment of needs of individuals and groups.

Jobs will have supervisory responsibility for the work of others and will be accountable for the quality and timeliness of outputs, whether related to the work of internal teams or temporary external contractors, volunteers or others.

**Impacts and demands**

Tasks and duties will be generally carried out in a sedentary position but there will always be a requirement for standing and walking from time to time, and the occasional need to lift or carry items.

The problem solving and decision-making elements of these jobs mean that job holders require lengthy periods of enhanced mental attention to attend to duties, while also dealing with deadlines, interruptions and conflicting demands.

Duties of jobs at this level will not require job holders to develop and maintain working relationships with people who, through their circumstances or behaviour, place particular emotional demands on the job holder.

Job holders find themselves exposed to some disagreeable, unpleasant or hazardous working conditions. Particularly when the needs of their specialism require them to work on external sites exposed to the weather, in or around refuse and waste plant, close to particularly noisy machinery and in similar environments.

Other Professional and Technical jobs, such as enforcement roles, may also see job holders exposed to verbal abuse and threatening environments. In all cases, job holders will minimise risk and conform to health and safety regulations to mitigate any negative effects of such exposure.