



### Wellbeing Employment Specialist Application Pack

"At some point we will all need individual mental health and wellbeing support. Sometimes we need someone to stand beside us who is external to our organisation who we can confide in and discuss our mental health challenges who can understand and not judge or assess us. Whether we are the cleaner or CEO, we might not have a diagnosed mental health condition but we could need this support. This support can inspire, motivate and enable us to progress, but often this support just isn't there. We are on a mission to ensure that it is, because we know it can change and transform a life." Sharron Frammingham, Founder 70x7 Ltd

"You don't need to be a doctor to change a life. And you don't need a clinical qualification to transform the life of somebody living with mental illness – What you do need is the resilience, empathy, and determination to open doors, challenge prejudice, and champion the skills and talents of individuals who just need someone to believe in them." IPS Grow

### Thank you:

Thank you for your interest in the work of 70x7 Ltd and for thinking about joining our team. As you may guess we're committed to the wellbeing and mental health of our team and are keen to provide employment opportunities that provide sustainable and meaningful employment that is fun, progressive but also flexible and fits around you, your TAGS (strengths), your DAGA (ambitions) and the life you lead. We don't use interviews to assess if we are a good match for each other. Instead we'd like you to share your career goals with us and why you're interested in applying to join our team. We'll also give you some reading to do to find out more about us, who we are, the Octagonal Mindset and IPS. After that if you still want to apply and we think you could be a possible fit we'll offer you a job trial to fit around you.

### 3 Initial Questions

On 1 side of A4 please answer the following 3 questions:

1. Why are you applying to join our team?
2. What is your personal experience / knowledge of mental health?
3. What is your ideal working arrangement; part-time, full-time, term-time only, permitted work or flexi-work?

### Deadline

Please email your application with your CV before 9am 2nd January to [sharron@70x7ltd.com](mailto:sharron@70x7ltd.com).



### Company Overview:

70x7 Ltd is a start-up organisation that provides IPS inspired support and wellbeing training to increase personal, team and corporate performance via in-work support. We focus on sustainable progress and provide mindset coaching with mental wellbeing and employee engagement provision. We provide a holistic offering for employers that is evidenced based, backed by psychiatric best practice, impacts the local community, increases diversity and is delivered at a price that allows the inclusion of every team member to facilitate the progress of all team members.

### Role:

This role is an exciting opportunity to join a new organisation to provide a pioneering and innovative support service to employers. We provide IPS inspired mental health and wellbeing employment specialist support to people who are in-work or education and who do not have access to IPS support through the NHS. Our objective is that each person completes our training course with a fresh perspective of the potential within themselves and others, whilst raising awareness and removing stigma of mental health and wellbeing and its impact on both personal and team performance.

Initially this will include: developing relationships with employers or educational institutions and engaging directly with them to discuss their needs in providing mental health and wellbeing support within their organisation. The role could also progress to delivering and facilitating our group training courses and delivering one to one IPS support. This will include identifying individuals' career development goals, discussing what they might want to say to their employer about their health condition, facilitating and/or supporting any of these discussions and subsequently providing ongoing support according to both employee and employer's needs. This post requires an Enhanced Disclosure and Barring Service (DBS) check. The DBS levies a charge of £40 and we will recover this cost in instalments from your first 3 salary payments.

### Responsibilities:

- To implement the 8 key principles of the Octagonal Mindset and Individual Placement and Support (IPS) model within all aspects of our service.
- To act as an Octagonal Mindset and IPS champion.
- Develop in-depth commercial knowledge and other mental health support initiatives.
- Work directly with all relevant stakeholders.
- To maintain accurate notes via our shared drive in a timely and confidential manner.
- Commit to CPD and further training.
- To engage with regular supervision with a senior Employment Specialist.



### The Person:

Educated to A Level or equivalent Or NVQ Level 3 (or committed to working towards).  
Experience of providing support to people with mental illness or personal experience of mental illness.  
A genuine belief that someone with a history of poor mental health, can still thrive at work.  
A passion to make a positive difference via supported and sustainable and meaningful employment.  
An ability to build hopeful relationships.  
Happy and able to work from home without physical supervision.  
Confident in facilitating group meetings on zoom.  
Good access to the internet.  
Access to a phone and internet.

### Job Information

No of vacancies: 5 full-time posts equivalent  
Salary: £11.54 per hour for delivering services + upto 20% commission on new business.  
Hours: Part-time, full-time, term-time only, permitted work and flexi-work available.  
Location: Home working  
Annual leave: upto 30 days  
Application deadline: 9am 2nd January followed by a job trial for successful candidates.

### FAQs

#### What flexibility can you offer within the role?

We are recruiting 5 new team members to bring different skills and abilities to the role. There is a lot of flexibility to mould and shape this job to fit you and your passions and interests but a passion for improving mental health and wellbeing and a desire to see people overcome mental health challenges is essential. For example if you are gifted at strategy and solution design then you would be able to focus more on the employer engagement side of the role. Or if you prefer to facilitate training you could focus more on service delivery, or maybe you enjoy both. You can choose.

#### Why does everyone work from home?

We are 100% online and remote service which means everyone works from home. We will have weekly team meetings on zoom but only gather together in person once or twice a year. Our service is remote and online for 3 main reasons:

- 1) Research has shown online support services makes it easier for people to access and less intimidating.
- 2) It reduces the cost of our service for our clients.



- 3) It provides sustainable and meaningful employment opportunities for people who want to work from home because of caring responsibilities, disabilities or just lifestyle choice.

### What flexibility can you offer with working hours?

You will manage and choose your own schedule; the amount of hours you work and the time you work. You can start at 4am if you want to or 9pm, or a regular 9-5pm. One thing everyone has in common is holiday; to ensure you are looking after yourself it is important to take time off. (For example Sharron starts work before her children wake in the morning. She then takes a break to have breakfast with them and to take them to school then gets back to her desk. She then takes a long lunch break and goes for a run or a walk. She gets back to her desk and works again before taking another break to collect her children from school, cook dinner and eat all together. She then does a bit more work after her children have gone to bed but leaves time to relax with her husband Sam before going to bed herself. Sharron also works Saturday mornings so she can take Wednesday afternoon off as her children have no school on Wednesday. She still wants to fit in her full-time hours but not lose time for the things that are most important to her).

### What commission can I earn?

The facilitation of our training sessions is paid hourly but sales and business development is paid by commission and not an hourly rate. Commission is paid upto 20% of the total invoice (excluding VAT). For example if you are responsible for the sales and delivery of an invoice you will be paid an hourly rate for the delivery time and an additional commission fee for the sale. For example you contact your old boss and tell them about your new job and ask if they need any wellbeing and mental health support for their colleagues. They ask you to facilitate some training for them for their whole staff team of 24 people. The initial 10 session course is £1400 for 24 people. You deliver the session and process the invoice and account manage the sale. You will be paid £11.54 x 20 hours delivery time = £230.80 + £280 commission = £510.80. You call for feedback and they loved the course and ask you to deliver a weekly session for the rest of the year = £2,100. You will be paid £11.54 per hour of delivery for the extension to the contract plus 20% sales commission so your additional earnings would total £346.20 for delivery + £420 sales commission = £766.20. So your earnings generated from that initial phone call to your old boss from that company from that one initial phone call is £1,277. If you find 10 companies that require similar support your yearly earning for your part-time and flexible job would be £12,770. You may decide one client is enough for you or you may decide you want to work more hours. It is up to you and whatever is best for you. There is no pressure to hit sales targets, you set your own targets.



### What training do you provide?

No previous IPS or Octagonal Mindset experience is required as full 'train-the-trainer-training' will be provided. Team members with 2 years of IPS service delivery experience will be supported to be IPS certified.

### Do I have to pay to attend the training session?

No, there is no training fee for any one applying to join our team. Our training is free for all of our team members.

### Do you actively recruit people with a history of serious mental illness?

Yes! This is why we exist. We know there is so much untapped potential within someone who has struggled with mental illness, or excluded from mainstream employment, we are here to develop and support that potential to thrive.

### Do you actively recruit people with a criminal record or substance misuse?

Yes! This is the inspiration behind our name. We all make mistakes. The mistake is not what is important but what we do next is what is most important. We do however ask you to be fully honest with us about your offences so we can fully support you and ensure we put you into the right role.

### What progression opportunities do you provide?

We have a clear progression pathway and a commitment to promote internally into supervision, management and senior management roles. There is also uncapped commission earning potential for team members on the sales and business development team.

### When can I start?

Initial training will commence January 4th 2021, *(it includes 10 sessions and it is the only time there is very limited flexibility with the schedule, but if this doesn't work for you please let us know and we will try to accomodate according to your availability).*

**Session 1** = Monday 4 Jan: 9:00 - 11:00 GMT, **Session 2** = Monday 4 Jan: 13:00 - 15:00 GMT

**Session 3** = Tuesday 5 Jan: 9:00 - 11:00 GMT, **Session 4** = Tuesday 5 Jan: 13:00 - 15:00 GMT

**Session 5** = Wednesday 6 Jan: 9:00 - 11:00 GMT, **Session 6** = Wednesday 6 Jan: 13:00 - 15:00 GMT

**Session 7** = Thursday 7 Jan: 9:00 - 11:00 GMT, **Session 8** = Thursday 7 Jan: 13:00 - 15:00 GMT

**Session 9** = Friday 8 Jan: 9:00 - 11:00 GMT, **Session 10** = Friday 8 Jan: 13:00 - 15:00 GMT



# WELL-BEING

## *Employment Specialists*

### Further Information

For further information on us, what we do and IPS please see the following links:

[www.70x7ltd.com](http://www.70x7ltd.com)

<https://youtu.be/eR5nS66DsZM>

<https://www.facebook.com/70x7ltdcom>

<https://www.instagram.com/sharronframm/>

<https://ipsgrow.org.uk/>

<https://ipsworks.org/>

<https://www.centreformentalhealth.org.uk/what-ips>