Job Title: **WorkWell Partnership and Employer Engagment Lead**

Grade: Band E

Reports to: **WorkWell Contract Manager**

Role Responsibilities: Budget £0 FTE 0

The Role

ECL's vision is to transform lives, empowering independence through care excellence for all. This role requires the ability to lead a contracted customer centric service, working towards our mission of making a positive difference to people's quality of life.

ECL supports people to improve their health, wellbeing, independence and employment outcomes through person-centred services and strong partnership working. The Partnership & Employer Engagement Lead will play a key role in developing and maintaining the relationships that support the successful delivery of the Local WorkWell Partnership.

The postholder will work across health, employment, skills, local authority, employer and community sectors to strengthen referral pathways, improve access to support and create opportunities that help residents remain in work, return to work and improve their overall wellbeing.

The role will act as a key link between employers, Jobcentre Plus, VCSE organisations, Primary Care Networks, Local Authorities, education providers and the WorkWell Neighbourhood Work and Health Coach Provider. The postholder will support the development of integrated work, health and skills pathways and help reduce fragmentation between services.

Job purpose

The Partnership & Employer Engagement Lead will play a key role in the successful delivery of the Local WorkWell Partnership by developing and maintaining effective relationships across health, employment, education, community and employer sectors.

The postholder will lead on employer engagement, partnership development and stakeholder coordination, ensuring that local systems work collaboratively to improve outcomes for residents experiencing health-related barriers to employment. The role will support the development of integrated work, health and skills pathways, helping to reduce fragmentation and improve access to employment, health, wellbeing and wider community support.

Working closely with NHS Essex ICB, Jobcentre Plus, Local Authorities, VCFSE organisations, employers, education providers and the WorkWell Neighbourhood Work and Health Coach Provider, the postholder will strengthen referral pathways, identify opportunities for partnership growth and support the development of neighbourhood and place-based approaches aligned with local priorities.

The Partnership & Employer Engagement Lead will promote inclusive employment practices, develop employer networks, coordinate partnership activity and contribute to improving health and employment outcomes, particularly for people experiencing disability, long-term health conditions

and other barriers to work.

The postholder will support the WorkWell Contract Manager in delivering contractual requirements, partnership objectives and continuous improvement activity, ensuring the Local WorkWell Partnership remains responsive, collaborative and focused on achieving positive outcomes for participants and local communities.

Key Accountabilities

- Work flexibly and collaboratively across structural boundaries as part of cross functional teams, and in support of key functional outputs, regardless of where you sit within the organisation.
- Think creatively, challenging the norms, and constructively challenging those around you (including those more senior) to ensure continuous improvement, commercial astuteness, and inspire the same in colleagues.
- Ensure understanding and the proper assessment and mitigation of risk, including Information Governance, Safeguarding, Health and Safety and Business Continuity.
- Responsible for recognising a disclosure of a concern from an individual that requires a safeguarding intervention to be made and to take appropriate action.

Duties and Responsibilities

- Develop and maintain effective partnerships across health, employment, education, community and employer sectors that contribute to positive participant outcomes.
- Lead employer engagement activity that promotes inclusive recruitment, workplace health and sustainable employment opportunities.
- Support the development of integrated work, health and skills pathways that improve access to services and reduce fragmentation between support programmes.
- Promote collaboration between local stakeholders to support neighbourhood and place-based approaches aligned with local priorities and health inequalities.
- Support the achievement of WorkWell contractual outcomes through effective partnership development, stakeholder engagement and strengthen referral pathways for participants who want employment support.
- Contribute to the delivery of equitable access, improved participant experience and positive employment, health and wellbeing outcomes.
- Maintain accurate records and contribute to performance monitoring, reporting and

continuous improvement activities.

- Work collaboratively with the WorkWell Contract Manager, NHS Essex ICB, the WorkWell Neighbourhood Work and Health Coach Provider, Connect to Work and wider partners to support successful programme delivery.

- Promote co-production, lived experience and community engagement approaches within Local WorkWell Partnership activity and service development

- Engage employers, business networks, Anchor Institutions and employer representative groups to increase awareness of WorkWell and promote inclusive recruitment practices.

- Support employers to understand workplace health, disability confident practices, workplace adjustments and job retention approaches.

- Coordinate stakeholder engagement activity, partnership forums, employer events and networking opportunities.

- Build relationships with Primary Care Networks, Neighbourhood Health Teams, Local Authorities, Jobcentre Plus, education providers and VCFSE organisations.

- Promote WorkWell through local networks, community events, employer forums and partnership meetings.

- Identify opportunities for collaboration, service development and community engagement that improve participant outcomes.

- Support access to training, volunteering, work experience and employment opportunities through employer and partner relationships.

- Contribute to partnership reporting, performance monitoring and contractual requirements.

- Produce case studies, impact stories and examples of good practice to demonstrate partnership outcomes and community impact.

- Support the WorkWell Contract Manager in developing, growing and shaping the Local WorkWell Partnership through a positive and professional outlook.

- Support the implementation of contractual changes, service improvements and continuous improvement activity.

- Actively promote sensible health and safety and lead by example.

- Make the WorkWell Contract Manager aware of emerging issues, risks and opportunities and support the implementation of mitigation plans.

- Take an active role in preparing for and supporting internal and external audits, inspections and assurance activities.

- Be a positive role model to colleagues, partners and stakeholders, identifying risks and opportunities for improvement.

- Adhere to all ECL policies, procedures, processes and guidelines at all times.

This job description is only an outline of the tasks, responsibilities and outcomes required of the role. The jobholder will carry out any other duties as may be reasonably required by their line manager.

Person specification – Key Skills and Competence

Essential

- Holds or is working towards a relevant qualification in Employment Services, Community Development, Business Development, Partnership Working or equivalent experience.
- Experience of developing and maintaining effective partnerships across employment, health, education, local authority, community or voluntary sector organisations.
- Experience of employer engagement, stakeholder management or business relationship development.
- Good understanding of the barriers faced by people with disabilities, long-term health conditions and other groups experiencing health and employment inequalities.
- Excellent communication skills, with the ability to build and maintain positive relationships with a wide range of stakeholders.
- Ability to organise, coordinate and facilitate meetings, engagement activities, events and networking opportunities.
- Experience of promoting services and engaging with external organisations and employers.
- Ability to influence, negotiate and work collaboratively across organisational boundaries.
- Strong organisational and planning skills with the ability to manage competing priorities.
- Ability to identify opportunities for collaboration, service development and continuous improvement.
- Experience of maintaining accurate records and contributing to reporting requirements.
- Ability to work independently and as part of a wider team.
- Supportive of change, demonstrating flexibility, reliability and a positive attitude at all times.
- Ability to empathise, engage and work effectively with people from diverse backgrounds and communities.

Desirable

- Experience working within employment, health, wellbeing, social care or community-based services.
- Knowledge of WorkWell, Connect to Work, Supported Employment or related employment support programmes.
- Experience engaging with employers to promote inclusive recruitment and workplace adjustments.
- Experience working with Local Authorities, Jobcentre Plus, NHS services or VCFSE organisations.
- Experience coordinating partnership forums, working groups or stakeholder networks.
- Understanding of neighbourhood and place-based approaches to service delivery.
- Knowledge of co-production, lived experience and community engagement approaches.
- Experience of delivering presentations, workshops or employer engagement events.

Person-centred care

