

**Neurodiversity & Specialist Workplace Assessment Lead**

PAM Group is a highly experienced Occupational Health and Wellbeing specialist, providing services to more than one million employees across the UK in both the public and private sector. We have over 16 years’ experience, working with clients to reduce absence and promote health and wellbeing in the workplace

An exciting opportunity has arisen for the position of an enthusiastic Specialist Occupational Psychologist to join PAM Group providing leadership to our Specialist Workplace Assessments Team within our Occupational Health services. We deliver to a wide variety of UK based clients with a multiplicity of physical, mental health, psychological and neurodiverse needs, such as related autistic spectrum conditions (ASC) and client’s employees who have special needs resulting from behavioural, emotional and social difficulties (BESD).

We provide a service to clients who have functional needs related to their disability. We are looking for someone who will take forward the development of our service, focussing on quality of service delivery by the team, recruitment of new clients and supportive of empowering maximisation of clients’ independence skills. You will be working with a very diverse age range and level of learning disability, physical disability and/or hearing and/or visual impairment within the client's varied working environments.

This role will require an efficient and decisive psychologist capable of growing this new division of PAM, therefore a track record of business development and client facing is an essential part of this role. The successful applicant will be responsible for a team of assessors including neurodiverse workplace needs assessors, visual impairment workplace needs assessors, hearing impairment workplace needs assessors, awareness coaches, one-to-one coaches, IT/software trainers & cognitive assessors, plus client service provision.

**Main Responsibilities;**

* Managing a varied team of workplace assessors
* Building, growing and developing this service through business development
* Identifying the different workplace need requirements to be implemented in line with individual referral details and client specific job role demands
* Delivering an effective and efficient workplace needs assessment service, coaching services and vocational rehabilitation services
* Treating each client as an individual and specify adjustments, modifications and advise of support plans to assist individuals with a wide variety of difficulties
* Delivery of Occupational Psychology and services for new referrals and be responsible for your own case load
* Referring clients to other specialise assessments or PAM services when needed
* Be a core member of a large multidisciplinary team and work closely with all PAM colleagues and clients.
* Completing assessment notes to demonstrate justification of advice/recommendations for adjustments as per recent research, products and best suited individual requirements

**You’ll have;**

* A degree or diploma in Psychology
* Registered with HCPC
* Experience in neurodiversity and PAN Disability
* Experience in conducting workplace assessments for specific conditions and/or difficulties in adults in employment
* Knowledge and understanding of a range of learning difficulties and/or physical and psychological disabilities
* Knowledge of the existing adjustments available on the market for appropriate utilisation in the workplace
* Experience in Business Development and have an understanding of Key Performance Indicators and Service Level Agreements
* Excellent report writing and IT skills

**PAM Group offer an excellent benefits package to all staff. This includes;**

* Pension Scheme - We pay your auto-enrolment pension at 8% total
* Health Scheme – Opticians, Dental, Physio & more!
* 24/7 Doctor helpline – book a Telephone or Video Appointment with a GP
* Employee Assistance Program – 24/7 telephone counselling helpline
* Life Insurance Scheme – 4 x your annual salary
* 33 Days Leave Including Bank Holidays
* Registration fees paid
* Support with CPD
* Car & Mileage Allowance