

**Creative Support Ltd, Head Office**

Wellington House
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Stockport
SK1 3TS

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www.creativesupport.co.uk

Assessment Practitioner

Reference: 81846

Head Office, Stockport (with national travel as required)

Thank you for your interest in the above post, please find the specific role requirements and duties for this post detailed within this document. When completing the application form you may submit additional documentation however we cannot accept a CV as a completed application.

Closing Date: 16 October 2025

Once you have submitted your application form allow *10 working days* after the closing date for a response. Please return the application form by email to recruitment@creativesupport.co.uk or by post to Recruitment, Creative Support, Head Office, Wellington House, 131 Wellington Road, Stockport, SK1 3TS.

We are very much looking forward to receiving a completed application from you.

Yours Faithfully

Recruitment Department

Please note that all employees are required to complete an enhanced DBS check.

INVESTORS IN PEOPLE
We invest in people Gold



Stonewall DIVERSITY CHAMPION



Authorised by:		Date Authorised:		Page Number:	1

JOB DESCRIPTION – MOBILISATION & ASSESSMENT PRACTITIONER

Head Office, Stockport

Responsible to: Business Development Lead

The Role:

- Supporting assessment processes for new service mobilisation including production of appropriate documentation
- Providing practitioner capacity during mobilisation following a contract award of services
- Reviewing referrals for existing services and undertaking assessments as required
- Providing Training to staff
- Supporting the work of the Service Development Team as required

Co-ordinating Referrals:

1. Acting as a key point of contact for national referrals where there is not an identified Operational Manager
2. Identifying solutions for individuals referred in line with understanding need and available capacity
3. Supporting completion of any required written work to apply for referrals in partnership with the Tendering Team

Void Management:

1. Working alongside the wider team to support the Housing Team and operational managers to develop plans for voids, particularly long term voids
2. Supporting referral pathways, including advertising voids directly to referring practitioners or teams
3. Maintaining records that promote available units - ensuring they are accurate and appealing for any referring partners

Undertaking Assessments:

1. Working with engaged internal and external stakeholders to plan required assessments
2. Gathering all documentation from any professionals or organisations
3. Completing a desktop review of all available documentation
4. Undertake assessments with the individual in their current placement and any engaged stakeholders (including family where appropriate)
5. Participating in MDT processes and meetings
6. Developing all appropriate written documentation, outlining support package requirements for the individual
7. Contribute to any follow up processes, including housing panels, to ensure appropriate assessment of need and risk in the context of the service available
8. Provide any follow up support to engaged Senior Team

Developing Assessment Skills for Others:

1. Developing the formal training programme alongside the Training Team
2. Delivering Assessment Training

Authorised by:		Date Authorised:		Page Number:	2

3. Providing coaching and mentoring for identified Senior staff
4. Develop a peer network with workshops to develop practice and share resources
5. Reviewing any informal or formal referral appeals

Supporting Mobilisation:

1. Participating in mobilisation and transition meetings during the mobilisation of new services being set up or transferring to Creative Support from another organisation
2. Acting as a key point of contact for internal and external professionals
3. Acting as a key point of contact for service users, families and other stakeholders
4. Meeting with individuals referred to the service, professionals or family members
5. Review client files in place as part of transfers
6. Undertaking assessments as required

Other:

1. To accept regular support and supervision from line manager
2. To carry out all work in a manner consistent with the aims and principles of Creative Support
3. To maintain confidentiality at all times, in accordance with the agreed policy
4. To identify own training needs in discussion with line manager and to attend training/courses
5. To observe written policies, procedures and guidelines agreed by Creative Support
6. To undertake travel across England as required and work flexibly to meet deadlines
7. Any other duties as required

Authorised by:		Date Authorised:		Page Number:	3

	QUALITIES REQUIRED	How Assessed	Essential or Desirable?
1	Degree level educated (relevant subject preferred e.g. psychology)	Application & Interview	Desirable
2	Relevant professional qualification (e.g., RNLD, RMN, DipSW, DipOT) or Social Care Qualification (e.g. Diploma Level 5)	Application & Interview	Essential
3	Minimum 2 years experience of undertaking assessments and developing support plans for individuals with additional needs	Application	Desirable
4	Ability to proactively manage own workload and take instruction from varying managers	Application & Interview	Essential
5	Ability to develop positive relationships with all stakeholders, particularly people we support and families	Interview	Essential
6	Excellent written and verbal communication skills	Application & Interview	Essential
7	Able to produce high quality documentation within concise timescales	Application & Interview	Essential
8	Excellent problem solving skills, including finding compromises to meet challenges	Application & Interview	Essential
9	Excellent IT skills and a good working knowledge of Office applications (Word, Excel PowerPoint and Publisher)	Application & Interview	Desirable
10	Ability to complete high quality assessments and support plans	Application & Interview	Essential
11	Willingness to travel and work flexibly	Interview	Essential
12	Car driver preferred	Application	Desirable

Salary:	Up to £31,904 per annum	
	Point One:	£28,659 per annum
	Point Two:	£30,282 per annum
	Point Three:	£31,904 per annum
Please Note: <i>Our pay date is the 15th of each month (or the Friday before if this falls on a Saturday or Sunday). You will be paid in arrears for the previous 4/5 weeks, dependent on your starting date within the month.</i>		

Hours of Work:

Full Time: 37.5 hours per week.

Holidays:

20 days plus 8 statutory days pro rata.

Birthday Holiday Bonus:

Contracted employees are entitled to one additional day (pro rata for part time employees) annual leave to be taken two weeks either side of your birth date. If you do not take this additional day within that period you will lose this entitlement for that year. Staff who are on maternity, paternity, adoption and sick leave at the time of their birthday will be entitled to take this additional leave upon their return to work.

Development Pathway:

At Creative Support, we are committed to ensuring that all new staff feel welcomed, prepared and empowered as they begin their journey with us. We have a Development Pathway which has been designed to provide you with a structured and supportive induction programme. This combines practical orientation, core induction training, and a pathway towards future professional development opportunities.

Our development pathway will enable you to progress from entry-level roles to positions of senior leadership through tailored, structured, and values-led learning opportunities. By aligning with national strategies and our WE CARE framework, and embedding the principles of co-production, empowerment, and compassionate leadership, we aim to foster a workforce that is not only highly skilled, but motivated to make a meaningful difference to the lives of the people we support. Together, we are building a future where both staff and the people we support are enabled to live their best lives.

The pathway will empower you to develop yourself and your career by setting out how you can gain skills, access learning and development opportunities and progress in your career in a way that meets Creative Support's strategic plan

Disclosure Checks:

All appointments will be subject to DBS enhanced disclosure and ISA checks.

Probationary Period:

The first four months will constitute a probationary period. When this is successfully completed, employment will be confirmed.

Authorised by:		Date Authorised:		Page Number:	5

Probationary Bonus:

After the probationary period has been satisfactorily completed your further employment will be confirmed. Upon successful completion of your probationary period you will be entitled to a one off £100 bonus pro rata (subject to tax), providing all induction processes have been completed satisfactorily and upon completion and submission of you end of probationary review paperwork.

Sickness Policy:

Creative Support operates a discretionary company sick pay benefit scheme which is for the purposes of preventing hardship during times of serious illness. The eligibility criteria and conditions for payment of Company Sick Pay (inclusive of SSP) are shown in the Employee Handbook. You may be eligible for Company Sick Pay benefits subject to compliance with these criteria as follows:-

- Creative Support do not pay for the first three days of **any** sickness absence.
- First twelve months service - Not eligible for Company Sick Pay though you may be entitled to SSP.
- Twelve months to eighteen months service - Up to a maximum of four weeks at full pay.
- Eighteen months plus service - Up to a maximum of eight weeks at full pay followed by four weeks at half pay.

Pension:

Creative Support operates an auto-enrolment pension scheme with the People's Pension.

Life Assurance:

Currently set at two time's basic annual salary. Staff become members of a non-contributory group life assurance scheme after 6 month employment. This scheme provides a death in service benefit of two time's annual salary. Participation in this scheme is subject to the rules of the scheme as amended from time to time. We reserve the right to discontinue, vary or amend its life assurance scheme at any time on reasonable notice to you.

Discretionary Benefits:

Creative Support offers discretionary benefits in addition to statutory benefits. These include:

- Paid paternity leave
- Enhanced maternity leave
- Compassionate leave
- Carer's leave up to 5 days per annum

Employee Assistance Service:

This is currently administered by Health Assured. This is a completely free service, offering valuable advice on benefits, financial matters, consumer advice, health and legal issues. There is also a free counselling service which is accessible 24 hours a day, 7 days a week. Anything discussed with Health Assured is completely confidential and will not be shared with Creative Support.

Hospital Saturday Fund:

An easy and affordable way to help you spread the cost of healthcare such as dental, optical & physiotherapy.

Annual Rail Ticket:

Discounted annual rail season ticket plans available to employees through Northern Rail.

Payroll Giving:

Administered by Charities Trust, a tax efficient way of donating a regular basis to any of the registered charities either large or small.

Authorised by:		Date Authorised:		Page Number:	6

WeCare Awards:

Recognising dedicated staff across the organisation with standard, silver and gold awards given out every 2 months.

Your Rewards:

Employee benefits and discount vouchers available through the Your Rewards website.

Long service: Awarded in the December following your 10, 15, 20 and 25 year anniversary of your continuous service date with the organisation.

Retirement Awards:

£100 bonus should you choose to retire whilst employed by Creative Support. Eligible for all permanent contracted employees with at least two years continuous service.

Refer a Friend Scheme:

Staff who successfully refer a friend to Creative Support's employment can claim £100 worth of vouchers when their friend starts and another set of £100 worth of vouchers when their friend passes the End of Probationary Review after four months of employment

Welcome Back Grant:

£200 worth of vouchers for employees who return to the organisation who had have at least six months between resigning from their original post and taking up their new role.

Uniform:

If applicable for your service you will be provided with a uniform. The amount of uniforms that provided will be depended on your hours worked.

Company mobile phone and laptop:

If applicable to your job role the provision of a mobile smart phone, laptop and a 3G/4G dongle may be provided. Please note the employee will be liable for any damage or theft of these devices.

Travel Expenses:

These will be paid in accordance with the organisation Travel Expenses policy, please contact the HR Department for a copy of this.

Lease Cars/Car Allowance:

A mileage allowance is payable for the use of employee's car on organisation business. The organisation will reimburse your costs incurred on organisation business on a monthly business upon receipt of authorised claim forms. If you use a car on organisation business you will be required to have business use insurance. An employee's certificate of insurance must be made available for inspection on commencing employment.

Networks:

The EDI Network and the LGBTQ+ Network are available to all our employees. The EDI Network advocates for our staff of colour whilst providing support and resources for employees who may face challenges related to diversity and inclusion. The LGBTQ+ Network promotes visibility and representation of LGBTQ+ individuals within the company.

Authorised by:		Date Authorised:		Page Number:	7