**A blue circle with white text

Description automatically generatedGeneralist Adviser**

**(trainee role available)**

**37 hours per week**

Information pack

Thanks for your interest in working at Citizens Advice Derbyshire Districts. This information pack should give you everything you need to know to apply for this role and what it means to work at Citizens Advice.

In this pack you’ll find:

* Our values
* 3 things you should know about us
* Overview of Citizens Advice and Citizens Advice Derbyshire Districts
* The role profile and personal specification
* Terms and conditions
* What we give our staff
* Guidance notes for completing the application form

**Want to chat about this role?**

If you want to chat about the role further, you can contact [hr@ddcab.org.uk](mailto:hr@ddcab.org.uk) to setup a phone call with a service manager.

**To view the recruitment pack and download the application form visit:** [**www.citizensadvicederbyshiredistricts.org.uk/get-involved/join-our-team/**](http://www.citizensadvicederbyshiredistricts.org.uk/get-involved/join-our-team/)

**Please send a CV with a completed application form to:** [hr@ddcab.org.uk](mailto:hr@ddcab.org.uk)

**Closing date for applications: 9am, 25 November 2024**

**Interview date: Week commencing 2 December 2024**

 **Our values**

**We’re inventive.** We’re not afraid of trying new things and learn by getting things wrong. We

question every idea to make it better and we change when things aren’t working.

**We’re generous.** We work together, sharing knowledge and experience to solve problems. We tell it like it is and respect everyone**.**

**We’re responsible.** We do what we say we’ll do and keep our promises. We remember that we work for a charity and use our resources effectively.

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| https://lh4.googleusercontent.com/YD2WcOy-gr-26_A0DWW09BgqTpDqNjFUp2tza7MO4VNgpHTgSrc2v6FSsEV4uPbFWolJl-jrhtXZffr3rkY1htq4wq-FnAdKVlJs8Pwv9Nb7_AODROhWG1-xgu3rLmxJoQtzv0RP | **3 things you should know about us** |

1. **We’re local and we’re national**. We have 6 national offices and offer direct support to people in around 300 independent local Citizens Advice services across England and Wales.
2. **We’re here for everyone.** Our advice helps people solve problems and our advocacy helps

fix problems in society. Whatever the problem, we won’t turn people away.

1. **We’re listened to - and we make a difference.** Our trusted brand and the quality of our research mean we make a real impact on behalf of the people who rely on us.

## **How Citizens Advice Derbyshire Districts works**

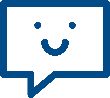
Derbyshire Districts operates across four Local Authority areas in Derbyshire (Amber Valley, Derbyshire Dales, Erewash and High Peak). We are a large and progressive organisation with seven offices spread throughout the districts. Our main office locations are Buxton, Ilkeston and Matlock. We are an independently funded charity receiving a number of different grants and contracts to fund our work.

Derbyshire Districts currently has a staff population of approximately 70 individuals and volunteer team of 150. The organisation is managed by the Chief Officer with a team of two senior operations managers, a finance manager and a team of service managers.

Derbyshire Districts is a large organisation in Derbyshire with an average income of approximately £2.5 million.

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|  |  |
| --- | --- |
| The Citizens Advice service is made up of Citizens Advice - the national charity - and a network of around 300 local Citizens Advice members.  This role sits our network of independent charities, delivering services from   * over 600 local Citizens Advice outlets * over 1,800 community centres, GPs’   surgeries and prisons  They do this with:   * 6,500 local staff * over 23,000 trained volunteers   Our reach means 99% of people in England and Wales can access a local Citizens Advice within a 30-minute drive of where they live. | https://lh5.googleusercontent.com/r8suuMK2Y1jlNYRk0lSUl754bSwmNYAJobX-F9ffjexbCyPchw5197ffUyCrom3-bxGgy_E0fqO2Re9Dxk0UtXRs940bi9gIIzX24uYthNRbwQm6lKqY9AnpSF_d5Fn9vqek1OG2 |

 **What we give our staff**

We value the people who work here - and we show that in what we offer. As well as things like annual leave and our workplace pension, working at Citizens Advice means getting access to many benefits.

* + **A commitment to your development.** We have a coordinated staff training and development strategy. This means that training will be provided both for your current job and for your development.
  + **Employee assistance programme.** Everyone working at Citizens Advice has immediate access to professional and completely confidential counselling and legal advisory services.
  + **Support when things in your life change.** We’ll be there for you with options for flexible working, career breaks, and support for parents and carers.

  **The role: Generalist Adviser**

**Reports to:** Service Manager

**Purpose of the job:** To work independently to provide generalist advice sessions in remote locations or our fixed sites, liaise with generalist advice provision and the telephone service, taking responsibility for managing own levels of casework.

**Key Work Areas and Tasks**

* Provide advice and casework covering the full range of topics
* Act for the client where necessary by calculating, negotiating, drafting or writing letters and telephoning
* To provide face to face advice primarily at an outreach setting but also through other channels including telephone and email as needed by clients and to meet funder requirements or service demand
* Negotiate with third parties such as statutory and non-statutory bodies as appropriate.
* Ensure income maximisation through the take-up of appropriate welfare benefits
* Prepare and present cases to the appropriate statutory bodies, tribunals and courts as appropriate
* Assist clients with other related problems where they are an integral part of their case and refer to other advisers or specialist agencies as appropriate
* Ensure that all casework conforms to organisation procedures and policies
* Maintain accurate and detailed case records for the purpose of continuity of casework, information retrieval, statistical monitoring and report preparation
* Assist with research and campaign work by providing information about clients’ circumstances
* Provide statistical information on the number of clients and nature of cases, and provide regular reports to organisation management
* Ensure all casework conforms to the quality standards, including maintaining accurate records, as set out by Citizens Advice, funders and the Service Manager
* Maintain professional and good working relationships with all staff at outreach locations where the post is based
* Attend outreach location staff meetings and external meetings as identified with the line manager
* Ensure information about the Citizens Advice service is displayed prominently at the outreach location at all times and take responsibility for local publicity and promotion to ensure that potential users are kept aware of the service
* Keep up to date with legislation, case law, policies and procedures through relevant reading and training
* Assist with initiatives for the improvement of services

**Other Duties and Responsibilities**

* Carry out any other tasks that may be within the scope of the post to ensure the effective delivery and development of the service
* Demonstrate commitment to the aims and policies of the Citizens Advice service
* Abide by health and safety guidelines and share responsibility for own safety and that of colleagues
* To support and monitor the wellbeing of staff within the organisation and to contribute to maintaining a healthy balanced workforce
* Identify own learning needs and appropriate ways of meeting them
* Work within the organisations policies and procedures

**Expectations of all Staff**

* Adhere to organisation policies in relation to the use of ICT and information assurance
* Raise Research and Campaign issues and take action for individuals and spot trends
* Maintain detailed case records for the purpose of continuity of casework, information retrieval, statistical monitoring and report preparation for the project or funder
* Provide a good quality experience for clients
* Provide reports to the line managers at the end of every quarter by project - without prompt
* Be responsible for own administration, record keeping, diaries and filing
* Be a resource for the organisation – for volunteer advisers to use your expertise and skills
* Provide support to supervisors and other colleagues
* Provide cover when requested
* Provide good quality case studies
* Record client feedback both positive and constructive, and take appropriate action
* Be proactive around the organisation
* Be responsible for own training and development
* Promote the organisation and its services externally to ensure good relationships and positive outward facing image

This job description is not exhaustive or exclusive.  It is intended as an outline of the areas of activity and will be amended considering the changing needs of the organisation.

**Person specification**



* The ideal candidate will have knowledge and experience of all Citizens Advice subjects, including the current benefits system, welfare reform, debt and housing. This is not essential in all areas as training will be provided if required
* Effective oral communication skills with particular emphasis on negotiating and representing
* Effective writing skills with particular emphasis on negotiating and representing and preparing reviews, reports and correspondence
* Ordered approach to casework and an ability and willingness to follow and develop agreed procedures
* Understand the issues involved in interviewing clients using sensitive listening and questioning skills in order to allow clients to explain their problem(s) and empower them to set their own priorities
* Numerate to the level required in the tasks
* Ability to check the accuracy of calculations
* Ability to use IT in the provision of advice and the preparation of reports and submissions
* Ability to give and receive feedback objectively and sensitively and a willingness to challenge constructively
* Ability and willingness to work as part of a team
* Ability to monitor and maintain own standards
* Demonstrate understanding of social trends, issues facing society and their implications for clients and service provision
* Ability to commit and work within the aims, principles and policies of the Citizens Advice service.
* Ensure that work reflects and supports the Citizens Advice service’s equality and diversity strategy.
* An understanding of equality and diversity and its application to the provision of advice
* Possession of a full driving licence and use of a car, or otherwise able to fulfil the travel requirement

  **Terms and conditions**

**Hours: 37 hours per week**

**Salary: £25,723 to £28,122 per annum, dependent on experience**

**Contract: 12 month fixed term (with potential to be extended)**

**Base: Chesterfield. There may be the opportunity for some home working (subject to training and operational requirements)**

**Annual leave:** 35 days annual leave per year pro rata, including Bank Holidays and four days Christmas Shutdown. Additionally, there is a long service leave of 1-5 days after 4-8 years’ service. We also offer an annual leave purchasing/selling scheme.

**Pension:** Auto enrolment into an approved pension scheme. 6% contribution by the organisation, 2% contribution from staff member.

**Sick pay:**  Up to 3 months full pay and 3 months half pay (dependent on length of service).

**Other benefits:** employee assistance programme, including perks

In accordance with Citizens Advice policy the successful candidate will require a DBS check. However, a criminal record will not necessarily be a bar to your being able to take up the job.

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**Application form**

The form should be completed in black ink, black ballpoint pen or typed. Return the form by post or email. If you return the form by email, there is no requirement to send a hard copy in the post. CVs will not be accepted as a substitute for the application form, unless specifically stated in the advert.

**Disability**

Please let us know if you require any adjustments to be made to the application process or would like to provide any information you wish us to consider when we are considering your application. If you are selected for interview, we will ask you to let us know if you have any access needs or may require reasonable adjustments to the interview or assessment (if applicable) at that stage. Please be assured that we will be supportive in discussing reasonable adjustments with you at any stage of the recruitment and selection process.

**Entitlement to work in the UK**

A job offer will be subject to confirmation that you are permitted to work in the UK in accordance with the provisions of the Asylum and Immigration Act 1996. You will be asked to provide evidence of your entitlement to work in the UK if you are successful and an offer of employment is made. Please note that we do not hold a sponsor licence and therefore cannot issue certificates of sponsorship under the points-based system.

**Information, experience, knowledge, skills and abilities**

The person specification lists the minimum requirements for this post. When shortlisting for interview the selection panel will only consider the information contained in your application form and will assess this against the person specification.

The selection panel cannot make assumptions about the nature of the work you have done or your experience from a list of job titles. It is therefore important that you use the space provided to demonstrate how you meet the requirements. Paid and voluntary work are not the only experiences worth quoting. Other life experiences and skills may be just as valid.

If you are shortlisted for interview, the selection panel will ask you questions based on the person specification which will cover the areas in more detail.

**References**

All job offers are subject to the receipt of two satisfactory references. One should be from your current or most recent employer or line manager or your course tutor if you have just left full- time education. The other should be someone who knows you in a work related, voluntary or academic capacity. Both referees should be able to comment on your suitability for the role. References will only be taken up for successful candidates following interview.

**Criminal convictions**

Anyone who applies to work within Citizens Advice Derbyshire Districts will be asked to disclose details of unspent convictions during the recruitment process. Having a criminal recor will not necessarily bar you from working for us – much will depend on the type of job you have applied for and the background and circumstances of your offence. However, we are not able to employ anyone with a conviction for a sexual offence against a child or vulnerable adult, regardless of when the offence took place. All other convictions will be considered on an individual basis. Please get in touch to see our policy on criminal background check.

**Application form**

Please add your covering letter here, insert or attach a copy of your CV and return to [hr@ddcab.org.uk](mailto:hr@ddcab.org.uk).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name: | |  | | |
| Vacancy: | |  | | |
| Brief description of why you will be suitable for this role: | |  | | |
| References: | | | | |
| Please provide the names, addresses, telephone numbers and email addresses of two people who may be approached for references. One of these should be your present or most recent employer, the other could be someone who knows you in a work related, voluntary or academic capacity. Both referees should be able to comment on your suitability for the post applied for. References will only be taken up for successful candidates following interview. | | | | |
| Referee 1 | | | | |
| Name |  | | | |
| Organisation |  | | | |
| Address  Postcode |  | | | |
| Telephone |  | | | |
| Email |  | | | |
| In which context does this referee know you? | | |  | |
|  | | | | |
| Referee 2 | | | | |
| Name |  | | | |
| Organisation |  | | | |
| Address  Postcode |  | | | |
| Telephone |  | | | |
| Email |  | | | |
| In which context does this referee know you? | | |  | |
| Entitlement to work in the UK  To take up this post you must have the right to work in the UK. Please note that Citizens Advice Derbyshire Districts does not hold a sponsor licence and, therefore, cannot issue certificates of sponsorship under the points-based system.  Do you have an entitlement to work in the UK? Yes / No | | | | |
| Criminal Convictions  The successful candidate will be required to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and the background and circumstances of your offence. More information can be found in the information pack. Please get in touch to see our policy on criminal background checks.  Have you had any previous convictions not regarded as spent under the Rehabilitation of Offenders Act 1974? Yes / No  If yes, please provide details of the offence and the date of conviction: | | | | |
| Declaration  Data Protection Statement: I consent to this information being processed and stored for the purpose of recruitment and selection at Citizens Advice Derbyshire Districts, and if appointed, for the purposes of employment at Citizens Advice Derbyshire Districts.  I confirm that to the best of my knowledge, the information I have provided in the recruitment process is true and correct. I understand that if appointed on the basis of false information, I may be summarily dismissed. | | | | |
| Signed: | | | | Date: |

|  |
| --- |
| **Confidential diversity monitoring form :** |
| Please note this section will be detached before sending your application to the recruitment panel for shortlisting. The panel will not see this information and it will not affect your application.  The Citizens Advice service is committed to valuing diversity and promoting equality. We encourage and welcome applications from suitably qualified candidates from all backgrounds regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.  In order to achieve these aims we need to know about the diversity of people who apply to work in the service. Please help us by providing the information requested in the form below  Data protection overview  If you are happy to provide it, we will use this information for the sole purpose of allowing us to monitor the diversity of our applicants. The information you give us will be kept securely, won't be shared outside the service and is confidential. It will not be seen by anyone responsible for making recruitment decisions or have any impact on you directly.  If you are successful in your application and we require this information for other purposes, you will be asked to provide it separately - i.e. this form will not be used for other purposes. If you would prefer not to answer any of the questions we ask, please leave them blank. If you would like us stop using the information you provide, please contact us. |

**How did you hear about this opportunity?**

|  |
| --- |
|  |

**Age - Which age bracket do you fit into?**

|  |  |
| --- | --- |
| Under 25 |  |
| 25 – 34 |  |
| 35 – 44 |  |
| 45 - 54 |  |
| 55 – 64 |  |
| 65 and over |  |
| Prefer not to say |  |

**Gender - What best describes your gender?**

|  |  |
| --- | --- |
| Female |  |
| Male |  |
| I prefer to use another term – please write in………………………………………….. |  |
| Prefer not to say |  |

**Gender identity - Do you identify as \*Trans?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

\*Trans is an umbrella term to describe people whose identity is not the same as the sex they were assigned at birth. People under the trans umbrella may describe themselves using one or more of a wide variety of terms – including transgender.

**Sexual orientation - What is your sexual orientation?**

|  |  |
| --- | --- |
| Bisexual |  |
| Gay Man |  |
| Gay Woman/Lesbian |  |
| Heterosexual/Straight |  |
| I prefer to use another term – please write in………………………………………….. |  |
| Prefer not to say |  |

**Disability - Do you consider yourself to be disabled or do you have a long term health condition?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

**Neurodiversity - Do you consider yourself to be neurodiverse?\***

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

\*Neurodiverse is an umbrella term to describe a number of neurodevelopmental conditions including ADHD, autism, dyslexia, dyspraxia, dyscalculia and dysgraphia.

*The information on this form is for monitoring purposes only. If you require any reasonable adjustments to be made in the recruitment process or at work subsequently if appointed, please make sure you tell us separately from this form. We follow the social model of disability which believes that it is the barriers created by society which disable people. We will use reasonable adjustments wherever possible to remove those barriers.*

**Religion or belief - Which group below do you most identify with?**

|  |  |
| --- | --- |
| Buddhist |  |
| Christian (including all denominations) |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| No religion |  |
| Sikh |  |
| Any other religion or belief – please write in………………………………………….. |  |

**Ethnic origin - How would you describe yourself?**

|  |  |  |
| --- | --- | --- |
| Asian/Asian British | Bangladeshi |  |
| Chinese |  |
| Indian |  |
| Pakistani |  |
| Any other Asian Background  Please write in………………………………………. |  |
| Black/African/ Caribbean/Black British | African |  |
| Caribbean |  |
| Any other Black/African/Caribbean background  Please write in………………………………………. |  |
| Mixed/multiple ethnic groups | White & Asian |  |
| White & Black African |  |
| White & Black Caribbean |  |
| Any other mixed/multiple ethnic background  Please write in………………………………………. |  |
| White | British/English/Northern Irish/Scottish/Welsh |  |
| Gypsy or Traveller |  |
| Irish |  |
| Any other White background  Please write in………………………………………. |  |
| Other ethnic group | Arab |  |
| Other ethnic origin  Please write in………………………………………. |  |
| Prefer not to say |  |  |

**Thank you for your co-operation**