

Compare roles in health

Not sure where to start with the hundreds of NHS careers? Use our compare roles section to get bite-size information on the entry requirements and training, pay and conditions, prospects and skills needed of up to three roles. If there is something that you think you could do, then get more in-depth information on the role.

Don't forget, you can also save your role comparisons by registering with us.

- **Employment specialist** ^[1]

Employment specialists work with clinical teams to support adults and young people receiving mental health services to find or keep the right job for them.

Training and qualifications required

There are no set entry requirements. Some employers may ask for a qualification in healthcare and/or relevant experience and will expect good literacy and numeracy. They may ask for GCSEs 9-4 (A-C) or equivalent. They may want to see that you have experience or an understanding of mental health services. You will have ongoing training to keep your skills and knowledge up to date.

Expected working hours and salary range

The standard working hours are 37.5 hours a week, but you may sometimes be required to work outside the hours of 9am and 5pm. Employment specialists in the NHS are paid on the Agenda for Change (AfC) pay system. You may start on a band 3/4/5 depending on job location and experience.

Desirable skills and values

You'll need to be a self-starter with a passionate belief that anyone can work and a good understanding of mental health issues. You'll need excellent interpersonal skills and the ability to build close, trusting and productive relationships with a range of people as part of a multidisciplinary team.

Prospects

You may be able to progress to becoming a senior employment specialist or the team leader of a group of employment specialists. This will involve providing supervision, training, and mentoring to your team, and offering a pivotal role in managing a high-quality service. You could also choose to apply to train as a mental health nurse or social worker, or pursue a career in one of the psychological professions.

Related roles

- [Social prescribing link worker](#) [2]
- [Peer support worker](#) [3]
- [Education mental health practitioner](#) [4]
- [Healthcare support worker](#) [5]

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