

Job Title: Employment Engagement Officer - Learning Disability and Autism

Location: Nuneaton base, national role (Requires travel across MacIntyre services)

Contract: 2-Year Fixed-Term | Full-Time, 37.5 hours per week

Salary: £36,750 per annum + £2,000 car allowance

Help Create Employment Opportunities That Change Lives

At MacIntyre, we believe everyone deserves the chance to live a "gloriously ordinary life." For many people, that includes meaningful paid work, learning new skills, earning their own money, and being valued as an equal part of their community.

We are looking for an experienced, values-driven Employment Engagement Officer to support a 2-year project to strengthen and expand our supported employment pathways and supported internships across MacIntyre. This is a senior, high-impact position designed for a professional with a proven track record who is looking for a genuine step up into national strategic delivery.

Why This Role Matters

The opportunity in front of us is huge, and official figures tell a stark story:

- 6% of Adults with Learning disabilities are in paid employment, compared to 76% of the general population
- 4 out of 5 people with a Learning Disability want to work

(Sources: Department of Health and Social Care / Office for National Statistics)

Most people with a learning disability and many autistic people want to work. With the right support and the right employers, they thrive. Closing this gap is exactly what this role exists to do.

About the Role

This is not a traditional employment support role. You will lead the implementation of MacIntyre's agreed Employment Strategy on a national scale, helping to build the tools, partnerships and local confidence needed to make this work sustainable. Operating with a person-centred, strengths-based approach, you will work with internal operational teams, Job Coaches, external employers and partner agencies to help remove barriers to work and support sustainable, long-term employment opportunities.

Core Focus Areas:

Employer Engagement: Source, build, and maintain trusted relationships with local and national businesses that share our values. Advocate for inclusive recruitment, promote Disability Confident practices, and negotiate reasonable adjustments to secure job retention.

Benefits Advisory & Guidance: Act as our internal expert on the work-related welfare benefits system. You will carry out basic benefits calculations and "better-off-in-work" assessments (covering Universal Credit, PIP, ESA, and Access to Work) to ensure the people who draw on our support can make informed financial decisions.

Practice Leadership: Act as a role model upholding MacIntyre's Leadership DNA. You will coach, inspire, and quality-check local staff teams and Job Coaches on delivering tailored employment action plans (CV writing, interviews, in-work support) and maintaining meticulous records.

Compliance & Partnership: Ensure all activity aligns with regulatory standards, data protection, and safeguarding policies. You will track service performance against key KPIs and professionally represent MacIntyre at multi-agency meetings, panels, and forums.

About You

This role requires a professional who has past experience in a similar role within supported employment, employability, social care, or SEN careers guidance.

Essential Criteria:

- **Experience:** Significant, demonstrable experience supporting people with SEND, autism, or complex barriers into paid employment, alongside a proven track record in business outreach and multi-agency partnership work.
- **Sector & System Knowledge:** A solid practical understanding of the SEND sector (including EHCPs and the SEND Code of Practice), supported internship models, and the benefits system.
- **Qualifications & Skills:** Educated to a Level 5 qualification in a relevant discipline (e.g., Social Care, SEN, and Management) or possess equivalent senior-level experience. Excellent communication, advocacy, and IT/social media skills are required.
- **Mobility:** A full UK driving licence and access to your own vehicle with business insurance are essential. This role involves regular travel to various MacIntyre services, some of which are not accessible via public transport.
- **Personal Attributes:** Resilient, patient, and solution-focused with a passionate commitment to disability inclusion and employment equality.

Desirable Criteria:

- Formal training in welfare benefits advice.
- Project management experience or qualifications.

About us

MacIntyre is a national charity supporting more than 1,400 children, young people and adults who have a learning disability or are autistic.

For 60 years, we've worked alongside people to build lives filled with opportunity, connection and belonging. Whatever your role, you'll help make that possible.

Training, Development, and Career Progression

At MacIntyre, we are deeply committed to helping our colleagues grow. We know it can be daunting to start a new job, and because everyone learns differently, we provide a tailored mix of eLearning, face-to-face training, and on-the-job mentoring support throughout your probation.

But it doesn't stop there. Throughout your career with us, you will have structured access to our dedicated in-house Learning and Development team, Quality Specialists, and HR teams to keep your sector knowledge sharp.

Pay and benefits

- Alongside your salary, you'll enjoy a range of benefits including:
- 6 weeks' annual leave per year including public holidays
- Pension scheme
- Paid DBS check
- Health and wellbeing support, including an Employee Assistance Programme
- Shopping discounts through Blue Light Card and our staff discounts scheme
- Ongoing training and career development

See the full range of benefits on the Careers page of our website:

www.macintyrecharity.org/careers

Questions?

Call our central recruitment team on 01908 357016, or email careers@macintyrecharity.org.