



## Disability Connect Mentoring Scheme

### Mentor Job Description

<b>Job Title</b>	Disabled Mentor
<b>Contact Details</b>	Steven Jones <a href="mailto:info@disabilityconnect.org.uk">info@disabilityconnect.org.uk</a> 07599115615
<b>Duration</b>	Minimum 6 months (approximately 1 mentoring session per month)
<b>Location</b>	Remote (all mentoring sessions will take place virtually)
<b>Wage</b>	£25.00 per mentoring session (typically lasting one hour).
<b>Above the scheme</b>	<p>The Disability Connect Reverse Mentoring scheme is a brand new initiative that provides business leaders and managers with a disabled mentor to help them improve their awareness and knowledge of disability and put in place disability best practice.</p> <p>The scheme objectives are:</p> <ul style="list-style-type: none"> <li>• to increase the mentees awareness of disability challenges in the workplace;</li> <li>• to increase skills, knowledge and confidence of the mentee in handling disability issues and putting into place best practice;</li> <li>• to provide the mentee with a package of options and insight into how to make their organisation disability positive; and</li> <li>• to provide the mentor with a platform to up skill and educate business leaders whilst building confidence, experience and employability.</li> </ul> <p>Further details can be found on the Disability Connect website <a href="http://disabilityconnect.org.uk">disabilityconnect.org.uk</a>.</p>
<b>Job Description</b>	<p>As a disabled mentor you will have unique insights and knowledge of disability during education, employment or recruitment processes. Your role will be to share these with your mentee and work with them to discover and implement positive change. Some of the topics you may discuss with your mentee may include: your disability and how it impacts you in a positive and negative way; your experiences in the workplace or during recruitment processes; reasonable adjustments, the perception of disability in the workplace and more.</p> <p>You will need to be a good listener, flexible and encouraging. You will also need to help your mentee remain focused on their goals and objectives. No previous mentoring experience is required. You will be provided with a facilitated, virtual training package that covers what mentoring is and how it works, mentee case studies, goal setting, hints and tips and more.</p> <p>The benefits of joining the scheme include -</p>

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	<ul style="list-style-type: none"> <li>• a platform for you to up skill and education business leaders and raise awareness of disability issues;</li> <li>• the opportunity to build your skills, experience and employability;</li> <li>• comprehensive training and guidance on mentoring;</li> <li>• the opportunity to network with business leaders and other disabled mentors; and</li> <li>• £25.00 per mentoring session.</li> </ul> <p>To be eligible to apply you must have a disability or a long term health condition and be seeking or currently in employment or education.</p>
<b>Essential Criteria</b>	<ul style="list-style-type: none"> <li>• Good communication and interpersonal skills, with the ability to flex your communication approach to various stakeholders.</li> <li>• Strong organiser with the ability to plan the logistics and focus of mentoring session.</li> <li>• Ability to reflect on scenarios, problems and disability.</li> </ul>
<b>Desirable Criteria</b>	<ul style="list-style-type: none"> <li>• Previous mentoring/management experience and/or experience of disability campaigning/awareness.</li> <li>• A passion for diversity and inclusion and disability awareness.</li> <li>• Knowledge of disability best practice and workplace reasonable adjustments.</li> </ul>
<b>How to apply</b>	<p>To apply please complete the mentor application form found on the Disability Connect website (<a href="https://disabilityconnect.org.uk/how-to-apply">https://disabilityconnect.org.uk/how-to-apply</a>).</p> <p>Please contact Disability Connect if you require any reasonable adjustments during the application and on boarding process.</p> <p>The Disability Connect team will sift all applications against the essential criteria. Applicants may be asked to attend a short 10-15 minute informal chat to discuss their application. The Disability Connect team aims to respond to applicants within two weeks.</p> <p>If successful you will be on-boarded onto the scheme and will be invited to a virtual training session. Following this you will be paired with your mentee and introduced via e-mail. Further details of how the scheme works can be found on the Disability Connect website.</p>