



# We're hiring!

Join our team



Occupational  
Psychologist

Role: Occupational Psychologist

Reporting to: Director of Psychology

Location: Homebased with occasional travel. Post holder must be flexible to travel to offices in Warrington & Milton Keynes.

### Role:

ToHealth is a new division of PAM Group – an occupational health and wellbeing provider. This exciting new role will support the neurodiversity and disability support division as we seek to deliver new services to employees.

Reporting to the Director of Psychology, you will be working with a multi-disciplinary team to enable delivery of our services which include: workplace needs assessments, cognitive diagnostic assessments, ergonomic assessments, assistive technology supply and training, coaching and disability awareness training.

This is a home-based role with some travel as and when required including to our Milton Keynes or Warrington office and client sites.

To Health currently delivers a range of services and assessments to both the private and public sector and consumers. Those assessments include supporting employee's/clients with disability (neurodiversity) in the workplace and independent students and individuals.

- ❖ Reporting to the Director of Psychology
- ❖ Providing a range of services to our clients to meet the needs of their neurodiverse employees
- ❖ Design and delivery of awareness training sessions
- ❖ Coaching with neurodiverse employees
- ❖ Delivery of Diagnostic Assessments
- ❖ Supporting the build of our service offerings
- ❖ Working closely with members of our multidisciplinary team
- ❖ Willing to work on ad hoc projects

### About You:

- ❖ Chartered Psychologist registered with the HCPC
- ❖ Educated to Masters level in Occupational Psychology (minimum)
- ❖ BPS certificates in Ability (Level A) and Personality (Level B) testing
- ❖ Experience of conducting neurodiversity assessments using a range of assessment tools including the WAIS-IV (face to face and remotely).
- ❖ Knowledge of a range of Pan Disability/Specific Learning Difficulties/Neurodiverse conditions including Dyslexia, Autism, ADHD, Dyscalculia, DCD/Dyspraxia
- ❖ Awareness of current research and practice in the field of neurodiversity
- ❖ Experience of conducting workplace needs assessments for neurodiverse employees
- ❖ Coaching experience preferably with neurodiverse clients
- ❖ Designing training courses
- ❖ Conducting training and delivering client facing presentations
- ❖ Strong communication skills and ability to adapt style of communication
- ❖ Offering a tailored approach to meet individual neurodivergent employee needs
- ❖ Report writing skills and ability to justify advice and recommendations
- ❖ IT skills
- ❖ Ability to work within KPIs and Service Level agreements
- ❖ Full drivers' licence
- ❖ Coaching/Counselling qualification through a recognised body
- ❖ Desire to work in a start-up culture

- ❖ Experience of working as part of a multi-disciplinary team
- ❖ Knowledge of current assistive technology and support strategies
- ❖ Vocational Rehabilitation

### Employee Benefits:

- ❖ We pay your auto-enrolment pension contribution of 8%, you can also make enhanced contributions which are matched up to 5%
- ❖ You will have a life insurance scheme valued at 4 x your annual salary
- ❖ 33 days annual leave including bank holidays
- ❖ Health Cash Plan Scheme, which covers you for things like Opticians, Dental Treatment and even Physio if needed!
- ❖ Flexible Working Hours
- ❖ Access to a 24/7 EAP Counselling line and a 24/7 GP line
- ❖ Amazing discounts on things like food and drink, retail, and days out, all through our rewards scheme.
- ❖ Support with training and development

### Our Values:

At PAM we are passionate about people and delivering our Everyday Things That Matter Values and Behaviours to our customers and our colleagues. Our cultural philosophy is based on putting our people first, creating high performing teams who deliver great services for our clients.

We're looking for driven and ambitious professionals to join our team, who are just as passionate about our philosophy and values as we are:

- ❖ Hard Work & Enthusiasm; we believe hard work should be rewarded, we go the extra mile to achieve our goals and support each other and enthusiasm and passion are part of our DNA.
- ❖ Teamwork & Friendship; our colleagues share a sense of belonging; we understand collaborative working means better decisions making and we support each other to achieve common goals.
- ❖ Loyalty & Improvement; we are dedicated to personal and professional development. Our PAM Academy mentors' colleagues and provides support to help you be the best you can through offering a wide range of CPD opportunities.