

## WORKING FOR US

### WHAT WE ARE LOOKING FOR

At Response we pride ourselves on the success of our residents with mental health problems living their lives to the full. It is our hope that by recruiting people that have our values they will take on new challenges and develop new skills to improve the lives of our residents. This is why we are always looking for people who are passionate about working with people with a mental health illness and who share our values which underpin everything we do. If you have innovative ideas and a caring nature, then you would fit perfectly with Response. We need people that have the aspiration and determination to do more for vulnerable people.

We have been awarded Investors in People Gold status for our commitment to our employees. Our mission is to enable people with mental health problems and complex needs to live their lives to the full.

### LEARNING AND DEVELOPMENT

Response provides extensive induction, shadowing, in-service and on the job training. Alongside the development that you will gain from your employment, you will also undergo a number of classroom-based training sessions and e-learning opportunities to support your progression and develop new skills. You can complete a NVQ qualification in Health & Social Care too. All employees receive regular supervision and annual appraisals which supports your performance and develops your potential and career.

### CAREER PROGRESSION

There are plenty of avenues to take your career further in Response.

### THE BENEFITS

- **FREE GYM MEMBERSHIP**
- **TRAVEL SUBSIDY**
- **FREE COUNSELLING AND ADVICE SERVICE**
- **ENHANCED PENSION SCHEME**
- **OPPORTUNITY FOR OVERTIME**
- **CHILDCARE VOUCHERS**
- **22 DAYS HOLIDAY**
- **ONLINE SHOPPING DISCOUNTS**
- **ACCESS TO AN EXTENSIVE TRAINING PROGRAMME**



## EMPLOYEE PROFILE



### TAPIWA MOYO

I joined Response in 2007 as an Assistant Project Manager, supporting a team of Project Workers to support Response tenants to live more independently in the community.

What I liked most when I started to work for Response was how easy it was to align my values and aspirations with those of the organisation – Promoting Independent and Community Living. This is reflected in the policies, training and most importantly in the way that people work.

I had experience as a health care assistant / support worker in care for the elderly and people with learning disabilities. I also had a Bachelor of Arts degree in Marketing. However I was new to mental health and social care management.

My career development has benefited from positive supervision, coaching, mentoring and appraisals. I am empowered to explore my creativity in developing new ways of delivering services (my strength), but also supported with areas of my potential development. In 2009 I was funded by Response to undertake a Masters degree in Leadership.

### MY CAREER WITH RESPONSE SO FAR:

**2007 to 2008** - Assistant Manager

**2008 to 2008** - Deputy Manager

**2008 to 2014** - Project Manager

**2014 to 2014** - Service Manager

**Current** - Operations Manager

