

Health Coach (within Wellness Service) – Grade 8

In Kirklees we want to be innovative and creative in the way we work to deliver our services with communities. Investing in relationships with those communities is at the core of what we do. We want to meet changing and challenging times with better and smarter ways to work.

Wellness is defined as a proactive, preventive approach that emphasises the whole person and which works to achieve optimum levels of physical, mental, social and emotional health. This role is part of a team responsible for developing an integrated Health Improvement approach for adults; to help people build their capacity to maintain good health and be independent.

We want to bring together organisations, people and services to develop a shared approach, using a 'strengths based' mind-set that acknowledges, builds upon and unlocks the strengths, skills and capacities of people to live healthy lives alongside the assets within the local community. We want to build on the existing strengths and assets of people and communities and will support individuals to find solutions to things which determine their health and prevent health conditions developing or worsening. Find out more about [working for Kirklees](#).

The Job

As a Wellness Service Health Coach the job is about working with individuals and communities to be more effective; helping people to maintain good health and be independent.

Health Coaches will work with individuals who in general have been assessed as needing low level support to achieve their health and wellbeing goals. Participants you will work with will have three or fewer health issues which are preventing them from making positive lifestyle changes and will be typically more motivated to make changes i.e. increase physical activity. This job will help individuals safely and appropriately step away from more targeted interventions and assist them in finding the right ongoing options for them in the community and become more independent.

Health coaches will go beyond looking at single issue health lifestyle, long term conditions and a focus on illness and instead will embed a whole person community based approach to improving health.

Health Coaches will be a key interface between the Council, third sector and public sector partners – and be the catalyst to developing practical collaboration at community level.

You will be required to work closely, and build effective relationships with community leaders to inform the work i.e. elected members, senior officers, partner agencies and communities to develop and embed the Kirklees Integrated Wellness Model

This job is about being part of a flexible and responsive team.

Job Checklist

Manage a varied case load of clients with multiple lifestyle/ health issues using person-centred and relationship based practice to support participants to achieve progress against the goals and issues that are important to them.

Deliver a range of evidence based one-to-one or group interventions including:

Having opportunistic 'good health' conversations with individuals with low level needs to identify their own plans to address their needs in communities.

Supporting people to address the things that determine their health and help people improve their sense of control.

Delivering planned and opportunistic interventions i.e. Stop smoking support, weight management, NHS Health Checks and Physical activity based sessions and opportunities in both leisure centres (Kirklees Active Leisure) and community settings; supporting people and communities to be more physically active in their everyday life e.g. active travel/making use of green and open spaces. This could be in a 1:1 or group setting.

Ensure records are maintained and systems updated so interventions can be effectively evaluated

Contribute to evaluation of wellness service interventions

Delivering targeted support to increase resilience, address challenges to good health and wellbeing, and improve emotional health i.e. and coping skills support for unpaid carers, improving mental health and other long term conditions through physical activity and short courses/ group work.

Recruitment and support of volunteers;

Complying with all relevant volunteer policies (safeguarding, health and safety etc.); collecting and tracking impact data

- Growing the capacity of managed volunteers towards becoming self-sufficient where possible

Health Coaches will work with groups, other council services, partner agencies and organisations to reduce health inequalities and inequities in accessing services and resources

Please click [here](#) to see your responsibilities related to safeguarding.

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

A naturally collaborative partnership builder you will be able to attract and support a wide variety of individuals and partners to work together for maximum impact sharing resources and delivering together in a variety of settings.

You will be able to work in an agile way, responding to need using relationship based approaches and strengths based assessments to develop sustainable approaches. You will provide personalised, flexible and responsive support to help people and communities to embed a whole person community based approach to improving health

Your excellent interpersonal and communication skills will allow you to communicate confidently and clearly to a variety of audiences to provide an integrated approach to wellbeing and clear referral pathways

Displaying spirit, passion and energy to make a real difference to lives of people and communities you will be innovative, thoughtful and creative – someone who is willing to think differently about how to respond to an issue, with limited resources, to try different approaches or work with different partners to get the best outcomes whilst positively managing risk.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

Positive

Honesty

Respectful

Flexible

Communicative

Supportive

You will also promote and role model the Council's Expectations of a New Council employee within the organisation

This role is at level 1. Please read our [Behaviours and Expectations](#)

Person Checklist

- Relevant health qualifications such as; smoking cessation L1/2 , weight management level 2/3, physical exercise qualifications and / or a substantial experience
 - Skilled and experienced in delivering and advocating relationship based approaches
 - A strong focus on the skills and assets of individuals and communities – not their deficits,
 - Passionate about helping people in the community, strong interpersonal and problem-solving skills
 - Personal resilience and flexible attitude in face of difficulties
 - Empathic and able to relate to individuals, groups and organisations in a variety of different circumstances
 - Knowledgeable and understanding of the issues affecting the lives of the target populations and the services, initiatives and policies that impact on them and a good understanding of diverse communities
 - Knowledge and experience of working on projects
 - Commitment to evidence-based practice and methodologies
 - Up to date with trends in health and wellness, and willingness to regularly update skills and experience with a genuine interest in the topic
 - Ability to work with people from a range of agencies and organisations to develop effective working relationships
 - Ability & aptitude to measure and track outcomes
 - Creative , flexible and supportive to volunteers, groups and individuals
 - Ability to work in a political environment, support relationships with partners including primary care, housing mental health services and community groups.
 - Due to the nature of working with individuals and communities, an enhanced DBS check will be required, and undertaking safeguarding training
 - Willingness to work flexible hours, including evenings and weekends on occasion.
 - Ability to travel to various locations in order to carry out the duties of the job.
 - Ability to use recording systems and ensure data inputting is accurate.
- Please see your responsibilities related to [safeguarding](#)

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will need to demonstrate how you meet the requirements of the Person Checklist