

Online Neurodiversity Mentor Job Specification and Person Specification

Job Title: Online Neurodiversity Mentor

Reporting to: SIP Manager

Location: Home Based with travel to Woking, Surrey, and surrounds for meetings, events and Sessions as appropriate

Contract: Self Employed, facilitating at girls and teens online groups, mainly Minecraft during Online Sessions.

Salary: £8.60 per hour

About Us:

Appeer is a Community Interest Company (CIC) set up to deliver services that support autistic girls and women (and those assigned female at birth) to connect with peers, to develop their life/work skills and to support their wellbeing. We provide in person and online activity groups and programmes, alternative provision, events and resources for those in the community that we serve, their parents/carers and other professionals. We are not a therapeutic setting and as such do not offer clinical support or 1:1 supervision. We were established in 2019 and have since grown rapidly from a small startup to a robust small-medium enterprise with a turnover of £250k and serving well over 400 beneficiaries a year.

All our work is firmly rooted in a 'positive peer approach', providing an enjoyable, pressure free and beneficiary-centred space for connecting with others and exploring interests and hobbies in a place they can truly be themselves. We also facilitate light touch exploration of autism and the discovery and sharing of helpful tools and approaches for navigating the neurodivergent experience.

Our aim is to safeguard and enhance our beneficiaries' wellbeing, build on their strengths, foster peer support and social networks and promote a positive outlook, whilst never dismissing the challenges they may face. We categorically reject a deficit-based view of neurodivergence and work on the basis that all brains are different and deserve equal respect, freedom and scope for expression.



Appeer is led by lived-experience staff and volunteers, and we strive to maintain an inclusive, supportive and creative working environment where everyone feels supported to do their best.

This job is subject to a criminal records check with the Disclosure and Barring Service.

OVERVIEW

The online neurodiversity mentor will be able to develop a good rapport with the girls and teens, their families and colleagues, have the enthusiasm to engage them within activities in Online Sessions and have sufficient skills in Literacy, Numeracy and ICT to be able to deliver support effectively. The successful candidate will have lived experience and understanding of neurodiversity including autism, PDA, ADHD, dyslexia and dyspraxia and will be able to use their own initiative to work with the Neurodiversity Facilitator to deliver Online Sessions including Minecraft and gently weave in neurodiversity related conversation for girls/teens to support their understanding in this area. Experience of working with autistic or neurodivergent young people or those with other SEND, including girls, is essential. A willingness to undertake specific training will be required. The successful candidate will also ideally have expertise and/or experience in one of the following – or similar – hobby areas common to our programmes: Gaming, Drama and other Creative or Performing Arts, Arts/Crafts, Digital Technology, Pets, Cosplay/Anime, Lego/construction, Cooking, Outdoors/Nature. An induction programme and training will be provided.

KEY RESPONSIBILITIES

- Developing a good rapport with the autistic girls/teens who attend regular groups or sessions and their families and to ensure their welfare and safety within the sessions
- Planning, creating and developing neurodiversity related resources, training and activities for beneficiaries and sometimes staff including parents/carers within monthly groups, training sessions and Explore programmes and beyond as agreed with managers
- Working within a small team, supporting beneficiaries to access and enjoy activities and understand neurodiversity related topics and how these relate to them in monthly groups and further Sessions
- Using Appeer's evaluation and feedback processes and to evaluate sessions and beneficiaries' engagement as required

- Following the guidance for each attendee's profile to help support access to the activities as appropriate, manage their anxiety and behaviour in a positive way, and to keep them and others safe.
- Communicating frequently and effectively with colleagues and families about the needs of our beneficiaries according to our policies and procedures.

ESSENTIAL CRITERIA

- shares our commitment to the protection, safeguarding, promoting of welfare and wellbeing of children and young people
- is able to develop a good rapport with the autistic girls/teens, their families and your colleagues
- has previous experience of supporting autistic girls/teens and their families as well as staff
- has experience and understanding of neurodiversity including autism, PDA, ADHD, dyslexia and dyspraxia
- has the enthusiasm to engage the girls/teens and parents/carers in the activities
- has sufficient skills in Literacy, Numeracy and ICT to be able to support plan, create and deliver resources and activities effectively
- is able to use own initiative to deliver facilitated online sessions i.e. keeping conversation flowing and supporting those who need it.
- is able to use own initiative to meet the girls' and teens' varying and complex needs
- is able to react calmly to the occasional challenging situations and behaviour and demonstrate the resilience needed to support children with high levels of anxiety
- has the ability to work and liaise closely as part of a team, building positive and constructive working relationships with managers and colleagues
- has interests or skills in art and crafts, ICT/gaming, animals, animation, Science, Dance, Drama, PE and/or other areas that young people might have interests in

DESIRABLE CRITERIA

- has previous experience of supporting children or young people and families in an education or any other relevant setting
- has experience in social, emotional or wellbeing support for young people including Psychology, art or drama therapy experience



Application on Deadline: 16th February 2026, 5:00 PM

Submission Email: claire@appeer.org.uk

Please ensure that all applications are sent to our administrator by the deadline.