

Autism Suicide Prevention Lead Recruitment Pack

March 2026

A note from our CEO

When I joined Autism Action, I went through the same thought process that anyone applying for a new role goes through, and the one that you will be going through right now. I spoke to family and friends and thought about the future. I asked myself a series of questions about my values and ambitions and how they aligned with the charity and role I was applying to. I hope that this recruitment pack helps you answer those questions.

As Chief Executive at Autism Action it's important to me that anyone interested in a role at the charity shares our ambition – to remove the barriers and stigma that autistic people face every single day of their lives. Our small but passionate and driven charity exists to make a big difference, through funding and commissioning world-leading research, delivering projects which directly impact the lives of autistic people, and campaigning to achieve change. As a small team every person in our charity can make a real and unique contribution. We value the different perspectives that employing people of all neurotypes brings, and we believe in creating a work environment that brings out the best in everyone and gives each member of our team a great experience. We work hard but we do it because we know the scale of the challenge that autistic people and their families face.

We have big plans and need people to join us who will be inspired and inspirational, full of energy and ideas, who will enrich our team and our efforts to make a big difference for autistic people.

I hope like me you find the answers to your questions, that you find our work and mission motivating and that we are a good match for one another. We look forward to your application.



Tom Purser
Chief Executive

Job Description

- Job Title:** Autism Suicide Prevention Lead
- Terms:** Permanent.
This is ideally a full-time post but part-time hours of at least three days per week will be considered.
- Salary:** £45,000 - £55,000 FTE per year dependent on skills and experience.
- Location:** Hybrid working, must be willing to work at our Cambridge Office a minimum of two days a week (Byron House, Cambridge CB40WZ).
- Reporting to:** Tracey Parsons, Programmes Director
- Closing date:** 23rd March 2026, 8am.
- How to apply:** Full details about the application process can be found at the end of this document. Shortcut to application link [here](#).

Inclusive recruitment and employment

We are committed to being inclusive in all we do, including when we recruit new staff. We welcome applications from anybody who believes they have the skills and experience outlined in this pack. We actively encourage applications from candidates who are neurodivergent (such as autistic people or those with dyscalculia), LGBTQIA+, identify as being disabled and/or are from minority ethnic backgrounds.

As part of this commitment, we want your recruitment experience to be positive. Please contact us to request any adjustments you need for the application or interview process. Disclosure of disability or requests for reasonable adjustments will not impact the selection process.

We have worked with autistic people and inclusive recruitment specialists to develop our job description and recruitment pack templates, as well as our hiring processes. In particular, we will avoid vague statements such as 'excellent communication skills' and will instead describe what needs to be achieved and be open to different ways of achieving it.

However, there is always more to learn, so if you have suggestions for improvement, please let us know.

Once in post, we have a process in place to identify requirements for reasonable adjustments and will offer them proactively where required.



Overall purpose of the role

The Autism Suicide Prevention Lead will lead the charity's suicide prevention work. This will include leading on design, delivery, and evaluation of Lifelines, a specialist suicide prevention project focused on autistic people. The role will ensure that the project and our wider suicide prevention work is **neurodiversity-affirming, evidence-informed, co-produced**, and responsive to the unique risk factors and barriers autistic people face when accessing support.

The postholder will work collaboratively with autistic people, families, professionals, and partner organisations to improve the crisis services offered by charities, working to make them more autism-competent.

Main duties and responsibilities

Strategic Leadership & Project Delivery

- Lead the development, implementation, and ongoing management of our suicide prevention work, including Lifelines, an autism-specific suicide prevention project.
- Ensure the charity's suicide prevention work aligns with national and local suicide prevention strategies and autism policies.
- Manage project timelines, milestones, risks, and resources effectively.

Co-production & Lived Experience

- Embed meaningful co-production with autistic people at all stages of the project.
- Ensure autistic voices shape priorities, materials, delivery methods, and evaluation.
- Create inclusive, accessible ways for people to participate safely and meaningfully.

Partnerships & Stakeholder Engagement

- Build and maintain strong relationships with stakeholders across the autism and suicide prevention charity sectors and in key national governance roles.
- Act as a subject-matter lead, advising partners and stakeholders on autism-informed suicide prevention practice.
- Represent the charity at relevant meetings, networks, and events.



Training, Resources & Awareness

- Oversee the development and delivery of training, guidance, and resources for charity sector crisis providers.
- Promote understanding of autism-specific suicide risk factors, protective factors, and reasonable adjustments.
- Support partner organisations to improve accessibility and responsiveness for autistic people in crisis.

Monitoring, Evaluation & Learning

- Design and oversee robust monitoring and evaluation frameworks for the charity's suicide prevention work.
- Collect, analyse, and report qualitative and quantitative data to demonstrate project impact.
- Use learning to continuously improve the project and inform wider practice.

Safeguarding, Ethics & Risk

- Ensure all work is conducted safely, ethically, and in line with relevant policies.
- Respond appropriately to risk, distress, or disclosure, following agreed protocols.

Other

- We are a small team so the role holder will sometimes be expected to undertake other duties that are within their skills and experience, at the discretion of their line manager.

Person Specification (Who are we looking for?)

We will consider applications from anybody who believes they meet the essential characteristics, below. However, this could be an excellent opportunity for someone with an academic or research background who wants to explore a different approach – moving at a faster pace to find and utilise data in service of specific charity aims.



Essential Characteristics

Knowledge & Experience

- Strong understanding of autism, including the broad range of experiences and perspectives, intersectionality, and systemic barriers.
- Understanding of the types of adaptations that services need to make in order to be accessible for autistic people.
- Experience working in a relevant **suicide prevention, mental health, autism, or neurodiversity-related role**.
- Knowledge of suicide risk factors and protective factors, particularly as they relate to autistic people.
- Experience of leading or coordinating projects, programmes, or initiatives.
- Experience of working collaboratively across sectors or organisations.

Skills & Abilities

- Excellent project management skills, including planning, delivery, and evaluation.
- Ability to communicate complex and sensitive topics clearly and compassionately.
- Strong facilitation skills, including co-production and stakeholder engagement.
- Ability to analyse simple data, draw insights, and produce clear reports.
- Ability to manage emotionally demanding work.

Values & Approach

- Clear commitment to neurodiversity-affirming, person-centred practice.
- Respect for lived experience and a collaborative, non-hierarchical approach.
- Strong ethical awareness and commitment to safeguarding.
- Ability to work reflectively, recognising personal limits and seeking support when needed.

Desirable (non-essential) Characteristics

- Experience delivering training or developing resources.
- Knowledge of national suicide prevention and autism policy frameworks (UK).



- Experience of working within or alongside NHS, local authority, or voluntary sector settings.
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Additional Information

- This role will involve exposure to distressing material; appropriate supervision and support will be provided.
- Reasonable adjustments will be actively supported throughout recruitment and employment.

We are aware that the skills and experience required for this role may be interpreted differently by different people. Our selection process will focus on the desired outcomes, and we are open to different ways of achieving them.

Application Process

Step 1

To apply, please complete our [application form and upload your CV](#) by 8am on Monday 23rd March 2026.

Step 2

We will evaluate applications based on how well they match the job description and person specification and invite those with the strongest applications to interview. Disclosure of disability or requests for reasonable adjustments will not impact the selection process.

We will let all applicants know by email whether we would like to invite them to an interview.

Step 3

First interviews are expected to be held in the first 2 weeks of April 2026, although this may change. They will be held remotely via Microsoft Teams (support is available if you're unfamiliar with Teams). The interview questions and the names and photos of the interview panel will be provided in advance. The process may also include a task designed to test competence in relevant areas.



We will notify candidates whether we would like to invite them to a second interview.

[Step 4](#)

Second interviews will be held in person in Cambridge (Byron House, Cambridge Business Park CB4 0WZ). They are expected to be held by the end of April 2026.

[Step 5](#)

We expect to notify all candidates of the outcome of their application within a week of the second interview.