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**Peer Project worker - lead**

**Job Description and Person Specification**

Job Title: Peer project worker - lead

Grade/Salary: £27, 815 per annum

Hours: Full Time, 37.5 hours (potential for part time job share)

Accountable to: CEO

Supervised by: MindTHNR Operations Director

Location: Redbridge

Contract Term: December 2023 until October 2024

**Closing Date:** 9.00am, 28th December 2023

**Interviews:** week beginning 1st January2023

**Context/Background**

The Peer support VSC programme is an exciting partnership between Mind in Tower Hamlets and Newham and Redbridge and NHS Northeast London Foundation Trust (NELFT).to support the transformation of mental health services across northeast London.

During 2020/21 NHS England developed a new framework for community mental health care. in which They committed to increasing funding for adult and older adult services but, in return, they want a new model where…

*“People with mental health problems will be enabled to manage their condition or move towards individualized recovery on their own terms, surrounded by their families, carers, and social networks, and supported in their local community”.*

To this end, Northeast London foundation trust has engaged in a gradual programme of development, introducing new mental health and wellbeing Teams based around Primary Care Networks.

Central to the mental health and wellbeing teams are Peer support Workers who are core members of each team and fully integrated as part of the Transformation Programme. peer support workers represent an integral part of the wider programme of work which supports the Transformation of Mental Health Services agenda across Redbridge.

**Purpose of the role**

The post holder will provide support and recovery guidance to individuals experiencing common and severe mental health problems, using their own life experience of mental distress or as a carer and recovery as a template.

The Peer Worker Team will consist of five Peer Workers, as well as the Project Worker -lead who will provide day-to-day leadership and support to the Peer Worker Team.

The Peer Project Worker will be the key liaison between the NELFT Mental Health Wellness Teams, Team Manager and the Peer Workers. They will be supported to guide and lead the team to ensure project aims and objectives are achieved. They will report to and be supervised by the Operational Director for MindTHNR. They will be tasked with supporting the team to develop recovery-based programme for service users and members of the local community in partnership with statutory and community organisations.

**Key Responsibilities:**

1. To support the Peer Workers to develop and build rapport with service users, with a recovery focus.
2. To ensure that the Peer Worker Team are offering regular and practical support to service users and their carers in developing and managing independence and maintaining dignity and self-respect.
3. To be a fully functioning member of the Mental Health Wellness Team (NT), carrying a caseload and supporting the Peer Workers to manage their caseload alongside other multi-disciplinary team members.
4. To provide a person centered and individualized mental health support to a clearly defined group of patients and to work alongside the clinical lead.
5. To support the Peer workers to develop strategies to engage with service users to enable them to deliver care in partnership with service users, their carers, and key staff from multi-disciplinary teams.
6. To liaise with the clinical lead to identify training including trauma informed care and other relevant training and support the personal development of the peer workers.
7. To work with local service user/peer networks and cultivate local communities around them and oversee the development of a programme of groups activities within the Network Mental Health Wellness Teams.
8. To support the Peer Workers Team to identify services, support and opportunities for service users to gain access to resources to include benefits, welfare rights, settled housing, inclusion opportunities and health promotion.
9. To ensure that the service user understands who to contact within the different agencies involved in the support plan including employment education and training, leisure and culture and faith and community engagement as indicated by individual need.
10. To ensure that the Peer Workers are empowered and knowledgeable to provide support with daily living to empower people to live independent lives.
11. To support service users to recognize good physical health as well as mental health and encourage them to engage in appropriate interventions such as wellbeing clinics, physical activity, and healthy eating.
12. To provide support to the peer workers in relation to their mental health and wellbeing
13. To ensure that data collection and reporting is up to date and accessible.
14. To produce monthly/quarterly reports for MindTHNRs Senior Leadership Team.

It is anticipated that peer workers will employ their own experience to work alongside participants in an equal partnership on their journey towards independent and fulfilling lives.

**Adopting our Organisation culture**

We have a strong reputation for delivering high quality services and achieving positive outcomes.

Our practices are underpinned by our Professional Code of Ethics, Code of Conduct and organisational values. We expect everyone to embrace our culture, ethos and our anti-racist, anti-discriminatory and inclusive practices throughout their work.

**General**

* To reflect on your own practice and participate in team meetings, practice development forum, peer support and peer supervision.
* Identify your own training and development needs in conjunction with Line Manager and participate in training opportunities.
* To develop an awareness of local and national developments and best practice in this area of work and to attend relevant conferences, meetings and training events as required.
* Where appropriate and dependent on caseloads, manage volunteers and other team members as required.
* Identify issues, challenges and unmet need in the community and report these to MindTHNR and Neighbourhood Mental Health Team
* opportunities, activities, and support, bringing people together and supporting them to remain confident and independent in their everyday lives.

**Duties required of all MindTHNR Employees**

* Act as an ambassador and represent Mind in Tower Hamlets, Newham and Redbridge at external functions, events, giving talks and presentations to inform and inspire.
* Comply with, promote, and contribute to the development of MindTHNR’s: Aims and Values, Equality, Diversity and Inclusion principles and all organisational policies.
* Attend appropriate internal, external training courses, E-Learning, supervision, and staff team meetings and away days.
* Contribute to the co-ordination, training and support of volunteers as agreed with the CEO and operational manager.
* Other than where central administrative support is available, to be administratively self- servicing.
* To carry out other duties consistent with the post

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**Peer project lead**

**Person Specification**

Outlined below are the experience, skills and knowledge required to carry out the tasks in the job description. Please ensure that you use examples to demonstrate that you meet each individual criteria within the application form.

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| --- | --- | --- |
| **No.** |  | **Essential/**  **Desirable** |
| **Qualifications** | | |
|  | NVQ level 3 or equivalent standard of literacy and numeracy | E |
|  | Peer work qualification | D |
| **Experience** | | |
|  | Lived experience of mental health service use – statutory or 3rd sector – as a service user or a carer. | E |
|  | Experience of working with people facing a range of barriers and social issues including homelessness and substance misuse | E |
|  | Experience of supervising and supporting Peer Worker’s lived mental health experience. | D |
|  | Experience of Safeguarding adults/children as well as identifying and managing risk. | D |
|  | Experience of working with individuals (1-2-1) and groups of people in different settings to help them achieve their goals. | E |
|  | Experience of working with a range of agencies and organisations to develop effective working relationships | E |
| **Skills/Knowledge/Ability** | | |
|  | Ability to lead a team and work well with a multi-disciplinary team | E |
|  | Ability to work on own initiative and demonstrate the ability to organise own workload and set priorities | E |
|  | Ability to prepare data for the purpose on monitoring | E |
|  | Knowledge of mental health issues & conditions, and of the challenges and issues that are likely to affect those who experience such difficulties, including self-harm. | E |
|  | A knowledge of importance of delivering culturally competent services and a commitment to ensuring this is embedded into your practice. | E |
|  | Knowledge of the local area your service is based in (community groups, services available as well as local demographics) | D |
|  | Excellent written and verbal skills with the ability to communicate with others | E |
|  | Strong time management skills | E |
|  | Understanding of Peer Support and Personal Recovery approaches | E |
|  | Excellent IT skills, including Microsoft Office and Database entry | D |
| **Personal** **Attributes** | | |
|  | Excellent Leadership skills, with the ability to listen, influence and inspire | E |
|  | High level of safe awareness – the ability to reflect on own practice and to share personal experience. | E |
|  | Commitment to personal development and willingness to regularly update skills and experience | E |
|  | A commitment to Equity, Equality and Diversity | E |
|  | Willingness to adhere to NELFT and MindTHNR mission and values | E |