

## Job Description

**Job Title:** Recovery and Wellbeing Worker.

**Reports to:** Operations Manager.

**Salary:** £21,500 per annum.

**Pension:** Up to 7% (non-contractual).

**Contract:** Fixed Term until 31 March 2022 with 3 months' probation.

**Hours:** Full-time (35 hour per week). These hours will be worked flexibly to include some evening and weekend work. Job shares will be considered for the right candidates.

**Location:** West Somerset.

**Holiday:** 20 days plus 8 days bank holidays.

### Job Context:

'Open Mental Health' is a Somerset alliance of local voluntary organisations and the NHS. We are working in partnership to ensure that residents of Somerset get the support they need, when they need it.

Our shared ambition is to ensure that people living with mental health problems get the right support at the right time. Working together, we support people to live a full life, by enabling access to specialist mental health services, housing support, debt and employment advice, volunteering opportunities, community activities and physical exercise, to help support and improve their wellbeing and quality of life.

This role will be a big part of this exciting new initiative, where we value and adhere to a philosophy of 'no wrong door'.

### Job Purpose

As a Recovery and Wellbeing Worker, you will enable people with emotional, mental health and well-being needs to aspire towards and achieve their own goals. This role will be a hybrid between 1:1 and group support. As part of the wider alliance, we will be facilitating thriving group support and activity work in each area/district across Somerset which promotes the principles of social inclusion, recovery/enablement and independence. We are looking to recruit individuals who are able to motivate and engage individuals through a range of innovative group activities. It will also involve working collaboratively with the community, volunteers and the wider alliance to achieve inclusive group work and activities that meet the needs of the communities. The service will complement the IAPT services and contribute to the 'Open Mental Health' alliance that offers accessible support at each level.

### Main Tasks:

- To provide both 1:1 and group support. This will involve planning and delivering creative, engaging and inclusive group and activity support work that encourages and enables people to improve/maintain their mental well-being.

- To support service-users in accessing the group support offer. This will include 'hand-holding' them and ensuring that they feel confident and ready to access this group offer or other services within the alliance.
- To provide 1:1 support that is person-centred and encourages active engagement in identifying and working through mental health and well-being needs.
- To encourage peer support within the group work.
- To enable service-users to have access to a wide variety of activities that are centred around the needs of the communities we are delivering in.
- To work flexibly and creatively to meet the needs of the service-users.
- To adhere to our inclusive way of working and support a diverse group of individuals. This will include supporting younger and older adults.
- To enable service-users to have access to information and signposting to other areas of support.
- To support as lead for information and guidance within the 'locality hub'. This will involve understanding and sharing resources/services within the district.
- To work closely and collaboratively with both the voluntary and statutory sectors to ensure that we are connecting service-users with relevant services. This will involve warmly transferring them within the alliance and also working with those warmly transferred into the Mind in Somerset offer. This will be achieved by adhering to the 'no wrong door' philosophy.
- To maintain accurate record keeping/documentation and ensure that any storing or sharing of confidential information is in line with current GDPR regulations. This will include using our Views Database systems.

### **Other Duties & Responsibilities**

- To engage with and attend to own needs in the clinical supervision process.
- To engage fully with the values and community of Mind in Somerset. There is an expectation to attend and actively participate in staff meetings and training events when appropriate and/or required.
- To attend monthly one-to-one supervision with line manager.
- Abide by health and safety guidelines and share responsibility for own safety and that of colleagues.
- Carry out any other appropriate tasks requested by the manager, to ensure the effective delivery and development of the service.
- To work in an inclusive and culturally sensitive way for all service-users; being responsive to individual needs and challenging stigma and discrimination.
- To take prompt and appropriate action in a safeguarding situation. To clearly record all information and actions taken and to escalate to the Project Manager and COO as per procedure.
- To follow Health & Safety and Security procedures.
- To cover leave and absences where required.
- Any other duties as required.

### **Lived Experience**

We welcome applications from people who have lived experience of mental health difficulties. The service values a shared understanding of mental health and its challenges and encourages applicants with strong values around social inclusion and recovery.

## Person Specification

Criteria	Details	Essential (E) / Desirable (D)
<b>Education and Qualifications</b>	Good literacy and numeracy skills demonstrated by a good standard of GCSEs, including Maths and English, at grade C or above.	<b>E</b>
	Educated to degree level in health-related subject or equivalent work experience in the mental health field.	<b>E</b>
<b>Knowledge and Experience</b>	Three years' of experience working in mental health services.	<b>E</b>
	Experience of organising and facilitating group and activity support work with a diverse group of individuals.	<b>E</b>
	Experience of facilitating group work with young adults or/and older adults.	<b>D</b>
	Experience of working with VCSE and statutory partners, across partnership work.	<b>D</b>
	A clear understanding of working with vulnerable adults.	<b>E</b>
	Experience and knowledge of empowering others to engage and work towards positive outcomes.	<b>E</b>
	Sound knowledge of or willingness to learn the vast mental health services and provisions within Somerset.	<b>E</b>
	Proven knowledge of health and safety issues, especially those relevant to mental health.	<b>E</b>
	Proven knowledge of safeguarding policies and procedures relating to adults.	<b>E</b>
	Experience of working collaboratively with and supporting volunteers.	<b>D</b>
	Experience of mental health issues and/or services, either as a user, carer or supporter.	<b>D</b>
<b>Skills</b>	Ability to be self-reflective and an active problem-solver.	<b>E</b>
	Excellent organisational skills, particularly in managing time and tasks with a keen eye for detail and the ability to produce high quality, accurate work in tight timescales to achieve targets.	<b>E</b>
	Excellent communication and interpersonal skills with a welcoming and helpful approach. You will need to engage	<b>E</b>

	with others to develop and sustain warm and productive relationships.	
	Ability to work in a calm, patient and tolerant manner with people who may be challenging.	<b>E</b>
	Creative and resourceful in order to deliver services that meet the needs of the community.	<b>E</b>
	Ability to work within a team and foster good working relationships both internally and externally.	<b>E</b>
	Computer literate with a thorough understanding of the basic MS Office packages and databases.	<b>E</b>
	Act in ways that support equality and promote diversity.	<b>E</b>
<b>Personal Attributes and Qualities</b>	An enthusiastic and 'can do' attitude.	<b>E</b>
	Commitment to service-user participation and involvement.	<b>E</b>
	Ability to recognise own training and development needs and willingness to participate in training and development opportunities.	<b>E</b>
	Self-reliance, common-sense, trust, integrity, and humour.	<b>E</b>
<b>Other</b>	A team player who is willing to be flexible with the working hours and considerate in supporting colleagues.	<b>E</b>
	As the role will involve travelling to various venues across West Somerset, a full driving license and access to own vehicle and business insurance is essential.	<b>E</b>