

Mind in Camden

**Mental Health Community Development Worker**

**(Full-time 35 hours per week)**

**Salary NJC SCP 5-6 - £23,469 including ILW**

**Job Description**

**Job title:** Mental Health Community Development Worker

**Accountable to:** Assistant Director of Services

**Responsible for:** None

**Grade:** NJC SCP 5 - 6

**Hours:** 35 per week

**Duration:** Permanent

**Aims of the Job:**

* To work with the local South Camden community to co-produce responses to local mental health needs through information sharing, training, and the co-creation of groups and events to support wellbeing.
* To improve access and experience of services for people with mental health needs in South Camden.
* To enable awareness of community approaches and emerging local mental health need to be integrated within the work and culture of the local mental health core team.

**Responsibilities and duties**

1. To build strong relationships with local community organisations and key local stakeholders to understand emerging mental health needs, local factors, and social determinants impacting wellbeing.
2. To help ensure ethnicity, culture, religion, gender, sexual orientation, disability, location, and interest are fully included in the core team and local response to mental health need.
3. To identify local populations with multiple health inequalities who are more vulnerable to developing mental health needs and may experience barriers to accessing services.
4. To act as a main point of contact between organisations working with local people and in particular those most marginalised from services and the core team.
5. To work with the core team to support the development of a culture and range of services which supports the expressed needs of local residents, and in particular those experiencing multiple disadvantage.
6. To work with the core team and local organisations and residents to address barriers to access to services and support and develop local approaches to tackling health inequalities impacting on mental health.
7. To maintain a current map of key community assets and support awareness raising of these resources within the core team.
8. To work with the core team to build tangible offers which can be embedded within community organisations (e.g. physical health checks, 1:1 support).
9. To work with local organisations to co-produce training, workshops, or reflective proactive spaces for their teams so they are better able to meet the mental health needs of the people they work with.

**General Duties:**

1. Work within the context of the wider Mind in Camden organisation and participate in internal and external meetings as required.
2. Work proactively in partnership with local community organisations, Resilience Network, and statutory services, to maximise resources, work to strengths and to minimise duplication.
3. Work in particular alongside core team population health nurses to develop an integrated approach to working with local communities.
4. Work alongside core team colleagues as an integrated team and participate in related internal and external meetings as required.
5. Work to Mind in Camden and relevant partnership core team policies, procedures and guidance.
6. Be accountable for all aspects of your work to your manager through supervision.
7. Undergo such training and qualification as is consistent with the satisfactory performance in the post.
8. Perform other duties as reasonably required by your manager.

**All staff are expected to:**

* 1. Recognise changes in circumstances promptly and adjust plans and activities accordingly.
  2. Find practical ways to overcome barriers.
  3. Present information clearly, concisely, accurately and in ways that promote understanding.
  4. Assist in creating a sense of common purpose.
  5. Make best use of available resources and proactively seek new sources of support when necessary.
  6. Act within the limits of their own authority.
  7. Be vigilant for potential risks and hazards.
  8. Take pride in delivering high quality work.
  9. Take personal responsibility for making things happen.
  10. Take personal responsibility for effectively communicating with service users, members of their work team, managers and other work groups.
  11. Consult with their work group about matters which directly affect their work.
  12. Deal sensitively and effectively with service user or stakeholder complaints.

**Main Conditions of Service:**

1. The salary is linked to, but not bound by, the NJC scale; this post is graded at NJC SCP 5-6 starting at SCP 5 - £23,469 including our Inner London Weighting and rising by annual increment to SCP 6.
2. Mind in Camden has an auto-enrolled pension scheme into which Mind in Camden contributes 5% of salary and the employee contributes 3%.
3. The hours of work per week are 35 that will ordinarily be worked between 9.30am – 5.30pm with a one hour (unpaid) lunch break. Evening, weekend and bank holiday work will be required on occasion.
4. Annual leave entitlement is initially 27 days plus public holidays (pro-rata for part-time staff).
5. All Mind in Camden job descriptions may be subject to periodic review.
6. The post holder will work across multiple sites in Camden.
7. This post is subject to securing and maintaining and Honorary Contract with Camden and Islington Foundation Trust

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**Person Specification**

*All areas in the person specification are essential unless stated otherwise*

**Qualifications**

1. None specifically required but evidence of mental health related learning essential.

**Knowledge**.

1. In-depth understanding of mental health from a range of perspectives, with particular emphasis on non-medical, community and culture specific understandings of mental health.
2. Awareness of current issues in policy and practice in mental health.
3. Thorough understanding of co-production, person-centred and recovery principles.
4. Thorough understanding of providing trauma informed support.
5. A thorough understanding of the principles of peer support.
6. Understanding of anti-discriminatory practice with particular emphasis on how it applies to mental health work with people experiencing multiple inequalities.
7. A working knowledge of safeguarding considerations.
8. An excellent understanding of the principles of good partnership working.
9. A working knowledge of monitoring and evaluation methods, and measuring outcomes.
10. Understanding of confidentiality and data protection principles.
11. A strong understanding of community development and promotion, including use of web and social media.

**Experience of:**

1. Working directly with people experiencing distress.
2. Working in partnership with external agencies to provide services.
3. Working in a service which supports people with mental health needs.
4. Delivering training and facilitating groups.
5. Working with networks and communities.
6. Working with people from a diversity of cultures and ethnic groups.

**Skills & Abilities**

1. Excellent communication and interpersonal skills.
2. Excellent relationship and partnership building skills.
3. Ability to analyse problems and make decisions.
4. Ability to gather and use management information/data.
5. Ability to produce written materials to a high standard.
6. Ability to implement our ethos and use personal lived experience of mental health appropriately in training.
7. Ability to deliver presentations, training and workshops to a variety of stakeholders.
8. Be highly organised with excellent time management skills.
9. Have intermediate or above computer skills with ability to use database programmes.
10. Ability to work independently and to utilise support effectively.

**Commitment to:**

1. Taking personal responsibility for making things happen.
2. Working flexibly and cooperatively.
3. Strengths-based recovery approach to client work and person-centred practice.
4. Community empowerment and enablement.
5. Implementation of equal opportunities through anti-discriminatory practice.
6. Confidentiality.
7. High levels of accountability for your work to your manager.