

Job Description

Job Title: Recovery Practitioner (Peer)

Responsible To: Support Manager

Salary: £20,250 - £21,341 per annum (equivalent of £10.38 - £10.94 per hour) (pro rata if part time).

Working Hours: 1 full time (37.5 hours per week) and 1 part time (30 hours per week) posts available. **Please state your preference in your application.**

Location: Edinburgh

Leave: 33 days per annum including public holidays (pro rata if part time)

Special Conditions: Lone working, local travel, evening and weekends as required.

Covid 19: This post will involve delivering face to face support in the community, in the service and remotely.

Job Summary

This is an exciting opportunity to be part of a ground-breaking approach to mental health services. Thrive Edinburgh brings together a collaboration of partner organisations to work together to improve the mental health and wellbeing of the people of the City. The aims of Thrive Edinburgh centres around enabling people to live well and fulfil their potential.

The Connect Partnership represents a unique collaboration between leading 3rd sector providers Penumbra, Health in Mind and Support in Mind Scotland. Our organisations share a commitment to the Thrive vision and values of trust; respect; collaboration; person-centeredness; innovation; and compassion. Together we will deliver a multi-disciplinary and multi-agency response to people, so people receive the right help at the right time.

In this role, you will be working in the 'Welcome Team' at Thrive Centres, as a part of the multi-agency approach to support people with their mental health and wellbeing. You will assist people who use the service to establish and maintain a meaningful and fulfilling life in the community. Recovery Practitioners play a central role in the planning and provision of quality, recovery focused therapeutic support to people who use the service.

Peer work roles have been developed specifically for people who have lived experience around mental health and wellbeing. Through appropriate and intentional sharing of their own experience, peer workers will inspire hope and belief that recovery is possible. Within a relationship of mutuality and information sharing, peer workers will promote self-management and opportunities for improved health and wellbeing.

There is an additional expectation that the Recovery Practitioner (Peer) will be involved in the ongoing development of peer roles and will make a positive contribution to the reduction in stigma associated with mental health issues.

You will be based in a locality and will be required to develop, build and maintain professional links in order to deliver outcome focussed support within that area.

Support is to be provided in an appropriate environment where supported people can expect to be treated with respect, be given the time and space to discuss issues at their own pace, to explore skill development and tools to support them to self-manage.

Main Duties and Responsibilities

- To have initial thrive conversations and be the initial point of contact for people at the Thrive Centre. This would also entail working collaboratively in a multi-disciplinary team and being able to multi-task.
- To establish a supportive relationship with each person, enabling them to maximise their own resources in order to improve their quality of life. This would also include mutuality, empathy and a focus on strengths which inspires hope.
- To explore coping and self-management techniques, with the person.
- To help people develop their own thrive plan
- To assess risk and help people keep themselves and others safe
- To help people to access the support they need
- To reconnect people to their support network in the community
- To connect people to positive activities
- To ensure people can access specialist mental health interventions
- To meet people in community settings
- To model personal responsibility, self-awareness, self-belief, self-advocacy and hopefulness
- To signpost to various resources, opportunities and activities within communities to promote choice and informed decision making
- Plan and facilitate groups/courses
- To be flexible and responsive to meet the changing needs of people and the organisation as well as the community, within the agreed criteria.
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- To work in cooperation with other Peers in other Welcome across Edinburgh, as well as other voluntary and statutory colleagues and other stakeholders across the Thrive Network.
- To plan, participate in and facilitate training activities, community events, workshops and related meetings as required.
- To uphold Penumbra's Code of Practice
- To be responsible for maintaining the relevant systems of paper-based and electronic documentation.
- Maintain a working knowledge of current trends in mental health, recovery and peer support by reading books, journals and accessing peer support networks

- Provide practical support and supervision to Peer Workers as required
- Develop effective relationships with other groups and agencies in your area and take opportunities to promote mental health awareness in the wider community
- Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders

Person Specification

Qualifications	<p>Essential:</p> <ul style="list-style-type: none"> • SVQ 3 or equivalent as defined by the SSSC, or commitment to achieve within 12 months of starting the role <p>Desirable:</p> <ul style="list-style-type: none"> • Completion of the PDA in Mental Health Peer Work or a relevant course in Peer Work • Completion of Peer Support Worker Training (e.g. Meta Services Peer Employment Training or other similar peer support training)
Knowledge and Experience	<p>Essential:</p> <ul style="list-style-type: none"> • Personal lived experience of mental health recovery and • Demonstrate understanding of mental health and recovery and self-management. • To have experience of being in a supportive and enabling role • Understanding of the issues and concerns of people accessing mental health services • Experience of working in person centred approach
Core Competency – Working with Others	<p>Essential:</p> <ul style="list-style-type: none"> • To work co-operatively and effectively with people who use our services, carers, professionals and all other agencies • Builds co-operative relationships, develops networks and promotes partnership working with other professionals • Be a lead member of the peer team and contribute in a positive and solution focused manner • Ability to work in an enabling and creative way
Core Competency – Learn and Apply	<p>Essential:</p> <ul style="list-style-type: none"> • Willingness to reflect on work practice and be open to constructive feedback • To identify personal development needs through recovery focused supervision facilitated by the line management structure • Is aware of own strengths and development needs. • Demonstrates commitment to keeping own and others knowledge, understanding and skills up to date.

	<p>Take an active role in:</p> <ul style="list-style-type: none"> • Local and national Penumbra and our Thrive partners' peer network and multi-disciplinary meetings and events • Peer networking groups
Core Competency – Communication	<p>Essential:</p> <ul style="list-style-type: none"> • To be computer literate or demonstrate a willingness to learn • Speaks and writes clearly and accurately and ensures the message is understood • Ability and willingness to share personal story of recovery in a professional manner • Conveys sensitive or contentious information tactfully • Explains clearly and accurately issues, policies, procedure and other pertinent information •
Core Competency – Managing Self	<p>Essential:</p> <ul style="list-style-type: none"> • Ability to manage own mental health and wellbeing and to lead by example • Ability to plan and prioritise own workload • Is open to change and continually improving practice • Has the awareness of when to ask for help, and has the confidence to do so where appropriate • Awareness of self-help and self-management resources • Sustains effort to overcome obstacles and feelings of frustration, and is able to maintain a positive view • Engages in open and reflective debate and provides constructive comments about proposed changes • Takes responsibility for managing own work life balance
Core Competency – Professionalism	<p>Essential:</p> <ul style="list-style-type: none"> • Demonstrate a commitment to both Penumbra and THRIVE principles and values • Work to policies, procedures and relevant legislation • Maintain sound ethical and professional standards at all times • Understanding and maintaining professional boundaries at all times • Has a clear understanding of confidentiality, disclosing information only to those who have the right and need to know • Project a positive image of Penumbra at all times • Is proactive in identifying areas for improvement and implements creative developments • Manages time effectively to ensure tasks are completed and deadlines are met • Plans ahead for meetings and busy periods • Ensures the delivery of efficient, effective, high quality services

	<ul style="list-style-type: none"> • Acts as a role model by setting clear standards for service delivery • Register with the Scottish Social Services Council (SSSC) as appropriate, or other relevant professional body as required
Core Competency – Supporting People	<p>Essential:</p> <ul style="list-style-type: none"> • To work alongside people to encourage and enable them to achieve self identified goals, to exercise choice and develop greater control in their lives, resulting in increased self-belief and self-esteem • Willingness to train in and use the Hope framework (I.ROC® and the Hope Toolkit) to facilitate a person-centred recovery approach • Support peoples' rights to control their lives and make informed choices about the services they receive • Supports people in line with organisational values, policies and procedures • Understands recovery and works with a recovery focused approach • Promotes the right to self-determination, while protecting people, as far as possible, from danger or harm • Protects the rights and promotes the interests of people who use the service

For more information about Penumbra: www.penumbra.org.uk

For enquiries about the application process please contact:
recruitment@penumbra.org.uk

or 0131 475 2380

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