

## Job Description

### Emotional Health and Wellbeing Lead

#### Cyrenians' Scottish Centre for Conflict Resolution (SCCR)

**This position is currently funded to 31 March 2023, with a view to being extended, continued funding identified.**

For over 50 years, Cyrenians (a Scottish Charitable Incorporated Organisation (SCIO), registered charity number SC011052) has tackled the causes and consequences of homelessness. We understand there is no "one size fits all" approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based. We meet people where they are, and support them towards where they want to be.

Our Vision is an inclusive society in which we all have the opportunities to live valued and fulfilled lives. We work to make that vision a reality by our Mission to support people excluded from family, home, work or community on their life journey.

We aim to offer consistently excellent service across all locations and in all our activities. Our way of working is built on our four core values:

**Compassion:** We believe that everyone should have the chance to change, no matter how long that might take.

**Respect:** We believe in tolerance, acceptance, valuing diversity and treating each other as equals.

**Integrity:** We are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism.

**Innovation:** We are willing to take risks, challenge convention and be very creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions.

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## 1 General

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Cyrenians Scottish Centre for Conflict Resolution (SCCR) is looking for a creative, innovative and passionate individual to join our Team.

If you are a highly motivated team player with an interest in young people and families and how we can transform relationships and lives by transforming conflict and youth homelessness this post may be just what you are looking for.

The SCCR is a national initiative and at the forefront of a progressive and innovative approach to address the issues faced by families on a daily basis.

Whilst the main focus of our work is across Scotland, our digital reach is growing and is now international.

### What we do:

- Develop and provide a range of highly regarded and effective multi-media resources to support young people, families and the people who work with them to deal with family conflict.
- Collaborate and work in partnership to bring about positive change for families and young people.

- Support professionals and practitioners across Scotland to improve relationships and lives.
- Develop and deliver training and events in conflict resolution and associated areas to meet the needs of young people, parents/carers and professionals.
- Work across all 32 Local Authorities in Scotland, engaging with organisations to: promote models of best practice in mediation; increase awareness of skills and techniques for managing and transforming conflict.
- Develop campaigns based on an integrated communication strategy to raise awareness of the impact of conflict on families and communities and build on Cyrenians' extensive knowledge and experience.
- Ensure robust internal and external evaluation of our work and freely share learning, resources and research findings.

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## **2 Main Aims of the Role**

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The Emotional Health and Wellbeing Lead is a new post created to ensure that we are able to continue to evolve our work and extend our reach. The postholder will be responsible for taking forward our work with children and young people within Cyrenians' Scottish Centre for Conflict Resolution (SCCR).

The role will deliver on our earlier intervention strategy to tackle youth homelessness and our work to transform the emotional and human cost of conflict.

The post holder will be responsible for maintaining existing - and establishing new - links with youth agencies, and schools. The purpose is to promote the wider engagement with the SCCR digital resources, training and events, enabling children and young people to develop skills and confidence to transform conflict and improve relationships, health and well-being.

The post holder will also contribute to the development and creation of psychoeducational resources and digital content, and develop and deliver training and events for children and young people. You will be leading on our work with children and young people to ensure their voice and involvement in our work grows and evolves; and linking with our Mediation and Support and youth engagement and participation teams in collaboration with the SCCR team.

This role will also report on progress and undertake primary and secondary research for the purpose of developing the scope and reach of the SCCR's work with children, young people and families, ensuring there is evidence to support its future developments.

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## **3 Tasks and Responsibilities**

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- Establish links with national and local youth agencies and primary and secondary education to promote and extend the reach of the SCCR digital resources, training and events. Review existing research and policies, sharing insight and understanding with the SCCR team; also ensuring our work contributes to tackling youth homelessness, and is aligned with the

UNCRC, relevant National Outcomes and Indicators for Scotland, the Curriculum for Excellence and GIRFEC, along with other relevant policies.

- Contribute knowledge and co-produce content during the development and creation of psychoeducational digital resources, and ensure they are implemented into our work and shared across Scotland.
- Develop and deliver workshops and events for children and young people.
- Lead on our work to support children and young people's mental health and wellbeing, in line with the Mental Health Strategy 2017-2027.
- Support, and contribute to, the delivery of our key messages and the benefits of our creative approaches to our users, local authorities, media (with client approval) and other stakeholders.
- Along with the team, undertake evaluation of our work with children and young people and present feedback to line management and for the purpose of reporting on the outcomes and impact of our work with children and young people.
- Gather evidence and research to support the management team and assist with securing future funding.

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## 4 Person Specification

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We are seeking a committed and self-motivated professional with experience in conflict resolution, research, psychology and creative practices to take on this exciting role within SCCR. You must be able to demonstrate the ability to work under your own initiative, whilst also working in a team environment.

<p><b>Essential Experience/Knowledge</b> Two years in a similar role and or a mix of highly relevant experience</p>	<ul style="list-style-type: none"> <li>• Proven track record of engaging with children and young people in inclusive ways</li> <li>• Experience of partnership and/or collaborative working with relevant agencies, including education and youth work.</li> <li>• Knowledge of policy: UNCRC, GIRFEC, Curriculum for Excellence and National Outcomes for Scotland, Mental Health Strategy.</li> <li>• Experience of working with children and young people in workshops, events and in online sessions.</li> <li>• Experience in conflict resolution and a broad understanding of the causes and consequences of youth homelessness.</li> <li>• Ability to produce creative training/workshops/events for children and young people.</li> </ul>
<p><b>Essential Skills</b></p>	<ul style="list-style-type: none"> <li>• Excellent communication skills with the ability to adapt and ensure accessibility and inclusion</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent ICT skills, research, report writing and presentation skills; with a sound grasp of grammar</li> <li>• Attention to detail</li> <li>• Group work, co-production and facilitation skills.</li> <li>• Ability to work independently and also as part of a team.</li> <li>• Confident at building relationships through networks and with stakeholders</li> </ul>
<b>Essential Approach and Qualities</b>	<ul style="list-style-type: none"> <li>• Values based and person centred.</li> <li>• Inclusive and willing to address any barriers in accessing to access our events and resources.</li> <li>• Creative thinker, able to produce engaging and powerful content and shows initiative around new ideas or taking different approaches.</li> <li>• Quality focused.</li> <li>• Approachable, friendly and professional.</li> <li>• Confidence to work independently as well as ability to work in a small team with ambitious plans.</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A related degree qualification and/or 2 years' relevant professional experience.</li> </ul>

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## 5 Terms & Conditions

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<u>Employer:</u>	Cyrenians
<u>Accountability:</u>	Cyrenians Board of Trustees (via the Chief Executive Officer)
<u>Line Manager:</u>	Digital Media and Content Manager
<u>Liaison with:</u>	Relationships Team and the Mediation and Support service
<u>Reporting:</u>	Reporting against personal objectives and work plan at regular one-to-one meetings with line manager
<u>Workplace:</u>	Edinburgh-based with some travel across Scotland. Working from home when agreed or required due to COVID restrictions.
<u>Working Hours:</u>	21 hours per week, which may include very occasional evening and weekend work
<u>Annual Leave</u>	25 days plus 10 public holidays pro rata
<u>Salary:</u>	£26,068 - £28,639 pro rata plus pension (scale points 25-28). This equates to £14,795 per annum for a 21 hour week at SCP25.
<u>Driving Licence:</u>	A UK driving licence is required in order to represent the SCCR in areas difficult to reach by public transport.
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer.

Status:  
Disclosure:

Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%)  
Funded to 31 March 2023 in the first instance  
PVG membership required

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## **6 Application deadline and Interview dates**

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Closing date: 12 noon on 26 October (we'll be assessing applications as they arrive and may contact candidates for interview before this closing date).

Interview Date: Interviews will be held in the week commencing 31/10.

Stage 2 date: TBC.

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.