

SAMH Role Profile

Job Title	Let's Connect Team Leader
Job Family	Children and Young People
Department/Team	Delivery and Development / Children and Young People
Reports to	Children and Young People Service Manager
Direct Reports	Let's Connect Officers

Role Summary

SAMH (Scottish Association for Mental Health) is working in partnership with South Lanarkshire Council to build the mental health knowledge and skills of children, young people, parent/carers and school/community organisation staff, through the delivery of mental health workshops, information sessions, activities and resources. This includes a Youth Mental Health Peer Supporters Programme and the roll out of SAMH PSE (Personal and Social Education) lessons around mental health and wellbeing.

As the Let's Connect Team Leader you will lead a team of 3 term-time Let's Connect Officers and along with them connect with schools and community groups to firstly understand the mental health learning needs of these stakeholders, then develop a capacity building programme in response.

The programme aims to build resilient individuals and communities by raising awareness around mental health and tackling stigma. It aims to equip children and young people (and the adults around them) with the tools to support their own and others' mental wellbeing, along with the knowledge of where to go for help should they need it.

The Let's Connect Team Leader role is an excellent opportunity for a skilled communicator with experiencing in leading, motivating and mentoring others. Working closely with the Children and Young People Service Manager you will lead on the planning, delivery and evaluation of the project to ensure it is delivered effectively and meets its intended outcomes.

The Let's Connect Team will develop supportive relationships with schools and the community. The Team Leader will further lead in building knowledge of provision across the authority by connecting and networking with other providers, to ensure that the Let's Connect programme is complementary and sits within a continuum of support.

While the team that you manage will work term-time only the Let's Connect Team Leader will be employed for 52 weeks of the year and continue with some delivery during school breaks.

Essential Duties and Responsibilities

1. To lead on the implementation of the Let's Connect Programme in South Lanarkshire following initial stakeholder engagement to ensure a co-design and collaborative approach
2. To line manage, support and guide the Let's Connect Officers in delivering project objectives, implementing delivery plans through a programme of management support - individual meetings, team meetings, performance & supervision and annual appraisals
3. To raise awareness and maximise on take up/engagement of the Let's Connect programme by developing and delivering presentations and other communications to stakeholders
4. To work as a team organising and facilitating the Let's Connect programme of workshops, trainings, events and activities

5. To map communities, identify current provision and service gaps, and build information into a Wellbeing Resource Directory to be shared across the schools and community
6. To support the monitoring and evaluation of the Let's Connect programme, with quarterly, bi-annual and annual progress reports outlining outcomes, and with findings informing future delivery plans and programme development
7. To ensure that financial budget procedures are carried out efficiently and effectively.
8. To protect vulnerable groups and individuals in accordance with SAMH's Child Protection and Adult Protection policies.
9. To ensure own personal and professional development in line with objectives and key results areas of job description.
10. Work autonomously, managing own workload, appointments and diary
11. To represent SAMH and promote the wider Children and Young People Team programmes at meetings, networks, working groups and other events.

Key Working Relationships & Contacts

Internal

- Children and Young People Development Manager
- Children and Young People Service Manager
- Children and Young People Team
- Human Resources/Finance/Communications Team
- See Me programme
- Respect Me programme

External

- Children, young people, parents/carers and local communities within South Lanarkshire
- Schools, colleges and youth organisations within these locations
- Education, NHS & local Health and Social Care Partnership
- Local Third sector organisations

Working Environment/Special Circumstances

- This post will include some home working/Glasgow office
- The post will require significant travel across South Lanarkshire
- A full drivers licence and a car is essential
- Regular lone and evening working will be required
- Occasional weekend work will be required

Experience & Qualifications

Experience

- Experience in leading, managing staff and developing teams (*essential*)
- Experience in designing and delivering workshops, trainings and group facilitation (*essential*)
- Experience of working with children and young people (*essential*)
- Experience of working with schools (*essential*) and youth/community organisations (*desirable*)
- Experience of working with people with mental health problems (*desirable*)
- Experience of strategic partnership working with a range of stakeholders including education, colleges, NHS, HSCP and 3rd sector (*essential*)
- Experience of working with management information systems (*essential*)
- Experience of monitoring, reporting and evaluation processes (*essential*)
- Experience in designing promotional materials (*desirable*)
- Experience using and navigating social media (*desirable*)

- Experience using and navigating digital technology including Zoom/MS Teams (*essential*)
- Experience of working on own initiative and as part of a team (*essential*)

Qualifications

- HNC/HND/Degree/Diploma community development, child development, education, health or equivalent (*desirable*)
- Training facilitation qualification, or equivalent experience (*desirable*)
- Leadership qualification (*desirable*)

Knowledge & Skills

Knowledge

- Knowledge of mental health and wellbeing for children, young people and adults (*essential*)
- Knowledge and understanding of Child/Adult Protection (*essential*)
- Knowledge of GIRFEC and Children's rights (*essential*)

Functional/Work-based Skills

- Highly motivated, creative and dynamic approach to delivery and development (*essential*)
- Excellent written and verbal communication skills (*essential*)
- Strong interpersonal skills for managing people, engaging with young people and other stakeholders (*essential*)
- Training/workshop development, delivery and presentation skills both digitally and in person (*essential*)
- Ability to produce high quality reports (*essential*)
- Budget management skills (*desirable*)
- Ability to network and build relationships with stakeholders including strategic partners (*essential*)
- Confident public speaker (*essential*)
- Proficient with Microsoft Office programmes (word, PowerPoint, excel) (*essential*)
- Ability to work autonomously, manage time and workloads effectively to meet deadlines (*essential*)
- Full driving licence with access to a vehicle (*essential*)

Core Competencies and Commitment

At SAMH, our values underpin everything we do. We believe that everyone has the right to be treated with dignity, respect and equality. We believe that everyone is entitled to hope and choice and to achieve personal fulfilment.

These are the competencies that SAMH looks for and expects from staff who support the people who use SAMH social care services. These competencies enable SAMH to deliver its core purpose of mental health and wellbeing for all.

Employees are required to read and understand the role profile for their position and are required to comply with SAMH's policies, all laws, rules, regulations and standards of conduct relating to their position and report any suspected violations of conduct to my line manager. All employees should adhere to the SAMH values in all interactions with service users, customers and colleagues.

Core Competencies, Behaviour and Skills

Recovery Focussed

Empathise, inspire and motivate others.

Deliver person centred and recovery focussed support to enable individuals to achieve positive outcomes.

Communication

Communicate effectively and professionally and contribute to the accurate recording and monitoring of all case and incident recording systems. This includes communications by email, by phone/text and other on-line methods.

Build and develop positive relationships with those who use our services.

Engage with a range of people from a wide variety of backgrounds

Deliver a high standard/quality of work

Maintain the highest personal and professional standards. Work professionally and collaboratively with internal and external colleagues, those who use our services and members of the public and to meet the requirements of funders and regulators.

Undertake personal responsibility for conduct and work ethic in line with SAMH Code of Conduct, the SSSC Codes of Practice and other relevant professional standards.

Critical Reflection and Learning

Ability to reflect on own practice and learn from own experiences and those of others.

Develop skills and knowledge of theory and practice and understand where role fits within SAMH and externally.

Supportive of Equality and Diversity

Challenge inequality and stigma; recognise and respond to the barriers individuals and groups face within society. Treat all people within SAMH (both staff and service users) fairly and with respect regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and/or sexual orientation.

Commitment to Health, Safety and Wellbeing

Understand, encourage and carry out the principles of integrated safety management; comply with SAMH Health and Safety Policy and Procedure; complete all required H & S training; take personal responsibility for safety.

Participation

Ensure the people who use our services have the opportunity to get involved in their support, their service, their community or in SAMH as an organisation.

Team Working

Ability to work as part of a team.

Service User Engagement

Develop, maintain and demonstrate a wide range of interpersonal skills when working with the people we support, including: open-minded, respectful, active listening, empathetic, promote independence, maintenance of confidentiality, honest, honourable in agreements and practices, appropriate body language, solution focussed, supportive and approachable, non-judgemental, pro-active, patience and resilience, professional approach