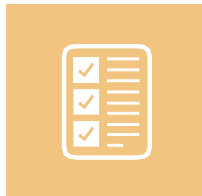


Research Officer



Fixed term to 31st March 2026
Full- time
Location - Glasgow



Thank you for your interest in joining the superb team at the Mental Health Foundation.

This is a fantastic opportunity to join a growing organisation with an urgent and vital mission of prevention and promotion in mental health. For 70 years, we have been pushing forward the frontiers in our understanding of mental health. Interest has never been greater, and we have huge opportunities to make strides towards our vision of good mental health for all.

To achieve our vision, we are delivering our strategy, Making Prevention Happen. We have the financial resources to achieve a transformation in our reach and impact. To do that, we need to build an organisation that lives its values and has a strong and diverse team that is dynamic and committed to working together.

We work to manage and prevent mental health problems. More resources are being dedicated to services and treatment which we welcome but the prevention of poor mental health now stands as one of the defining social issues of our time.

There is much more to do, and we are looking for an exceptional Research Officer to enable the Mental Health Foundation to be the most effective it can be.

In this document we present information about the Foundation and about this vital role. If you are up for the challenge, I hope you will get in touch.

Kind Regards



Mark Rowland, CEO





WHO WE ARE

Our vision is good mental health for all.
The Mental Health Foundation works to prevent mental health problems. We will drive change towards a mentally healthy society for all, and support communities, families and individuals to live mentally healthier lives, with a particular focus on those at greatest risk. The Foundation is the home of Mental Health Awareness Week.

Making Prevention Happen

Since 1949, the Mental Health Foundation has been the UK's leading charity for everyone's mental health. With prevention at the heart of what we do, we aim to find and address the sources of mental health problems so that people and communities can thrive.

The Foundation aims to promote good mental health for all through research, policy, innovation, and campaigning.

Our values:

Side by Side

Walking our Talk

Determine Pioneers

Making a Difference

Our approach:

Tell the world

We publish studies and reports on what protects mental health and the causes of poor mental health and how to tackle them.

Find solutions

We test and evaluate the best approaches to improving mental health in communities and then roll them out as widely as possible.

Inform and empower

We give advice to millions of people on mental health. We are most well-known for running Mental Health Awareness Week across the UK each year. We enable mentally healthier lives through public information and engagement.

Change policy and practice

We propose solutions and campaign for change to address the underlying cause of poor mental health.

Build a strong Foundation

We aim to become an exemplar employer and build an organisation that is financially sustainable and thriving



ABOUT THE ROLE

Place of work:	Hybrid working remotely and at the Glasgow office: Floor 2, Moncrieff House, 69 West Nile Street, Glasgow, G1 2QB (at least two days per week)
Grade:	Grade C, Level 1, Point 1
Salary:	Starting at £31,350 rising to £35,381
Contract type:	Fixed term from until 31 st March 2026
Hours:	Full time 35 hours – reduced to 32 hours as part of a 12 month pilot April '24 – March '25 on the same pay
Department:	Research (Scotland)
Reports to:	Senior Research Officer
Responsible for:	None
Budget responsibility:	None

Job purpose:

This is an exciting new role within our Scotland research team. You will work alongside partner organisation See Me to deliver a broad range of mixed methods evaluation and research activities.

See Me is Scotland's national programme to end mental health stigma and discrimination. Alongside its role as managing partner, the Mental Health Foundation (MHF) works in partnership with See Me to deliver its research, learning and evaluation functions. This includes the delivery of primary research, evaluation, evidence reviews and knowledge exchange to inform programme development.



JOB DESCRIPTION

The post-holder will work closely with the research team and See Me to:

Strategic:

- Contribute to the delivery of innovative and strategically significant evaluation and research on time and to budget.
- Develop an understanding of the public mental health and mental health stigma research landscape.
- Understand how population groups are impacted by the social determinants of mental health.
- Represent and promote the work of the Foundation at events, conferences and seminars as required.
- Produce high quality evidence to inform research activities and programme delivery.

Operational:

- Design and implement research and evaluation projects, including quantitative and qualitative data collection, analysis and interpretation with the support of senior members of the team.
- Contribute to the production of evaluation and research project plans, including agreed objectives, outcomes and measures, deliverables, and milestones, and lead on project plans where appropriate.
- Undertake systematic and pragmatic literature and/or evidence reviews.

Communication:

- Liaise with colleagues and partners as required to ensure smooth delivery of evaluation and research projects.
- Support and lead the preparation of high-quality verbal and written outputs including reports, academic publications, and presentations, to engage and influence a diverse range of audiences.
- Plan and facilitate a range of learning and knowledge exchange events to partners and stakeholders.

General

- Promote and support the achievement of the Foundation's mission, goals and values.
- Support the strategic aim of telling the world why prevention is fundamental to effectively addressing the mental health crisis.
- To act as a positive ambassador for the Foundation in all opportunities.
- To maintain a high standard of probity in professional, personnel and financial matters, maintaining good relations with colleagues and external partners and to act in accordance with the Foundation's staff code of conduct.

- To uphold and promote the Foundation's commitment to equality, diversity and inclusion, and the value of lived experience.
- Safeguarding is everyone's business – Mental Health Foundation is committed to safeguarding and promoting the wellbeing of all its beneficiaries, those who surround them, its staff, volunteers, and anyone else who comes into contact with its services and therefore expects all trustees, staff, and volunteers to share this commitment.
- To engage in learning and development activities appropriate to the role.
- To have due regard to health and safety issues.
- To undertake any other duties as may reasonably be required.

This job description is not contractual and is liable to change over time.



PERSON SPECIFICATION

	Essential	Desirable
Knowledge and qualifications	<ul style="list-style-type: none">• Relevant qualification with substantial quantitative and qualitative research elements, or relevant experience.• Evidenced understanding of the principles of evaluation design and awareness of key differences in scope between different methodologies.• Evidenced understanding of the role of evaluation and research in informing policy and practice.• Awareness of the mental health research landscape, including public mental health and the wider determinants of health.• Demonstrable understanding of the importance of ethical research practices and ethics approval processes.	<ul style="list-style-type: none">• Evidenced understanding of the impact of inequality and adversity on mental health and wellbeing.• Evidenced understanding of the importance of public involvement and co-production in research.• Demonstrable understanding of the impact of racism and other power inequalities• Demonstrable understanding of mental health stigma and discrimination.• Demonstrable understanding of the impact of inequalities and adversity on mental health and wellbeing.
Skills and experience	<ul style="list-style-type: none">• Demonstrable skills in quantitative and qualitative data collection, interpretation and analysis.• Ability to build and maintain relationships and work effectively with a variety of internal and external partners and stakeholders.• Demonstrable interpersonal communication and relationship building skills.• Evidenced written and verbal communication skills, with evidenced ability to communicate complex concepts effectively to a public audience.	<ul style="list-style-type: none">• Demonstrable skills in successful partnership working

<p>Experience</p>	<ul style="list-style-type: none"> • Demonstrable experience of conducting quantitative and qualitative social research including data collection, analysis, interpretation and presentation of findings. • Demonstrable experience of working as part of a project team and taking responsibility for the delivery of assigned areas. • Evidenced experience of preparing and presenting oral and written research outputs tailored to specific audiences. • Evidenced ability to facilitate events with a range of stakeholders. • Evidenced ability to adapt to the changing needs of a project as they develop. • Demonstrable experience of conducting process and impact evaluations 	<ul style="list-style-type: none"> • Experience of working with communities that experience inequality or adversity. • Experience applying creative or non-traditional approaches to data collection and analysis. • Experience conducting systematic or rapid evidence reviews. • Experience of partnership working with research and non-research stakeholders. • Experience of working with large data sets.
<p>MHF requirements</p>	<ul style="list-style-type: none"> • A commitment to working in accordance with the Foundation's values and essential principles as laid out in the Foundation's strategy. • Committed to equality, diversity and inclusivity, as well as the Foundation's aims. • Self-sufficient in the use of information and communications technology. • Ability to self-manage a full and varied workload. 	<ul style="list-style-type: none"> • N/A

Competencies for working at the Mental Health Foundation

We expect all employees to be able to use these competences to a high level in their roles.

During the recruitment process, at interview stage, we look for evidence of all these competencies.

- Expertise, knowledge and analysis
- Communication, influencing and promotion
- Relationships and partnership working
- Service focused
- Business aware
- Strategic thinking and decision making
- Leadership
- Adaptability and personal responsibility
- Innovative and creative
- Committed to personal development