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## Application Pack - Peer Project Worker – Lochaber

## Hours: 16 hours

**Salary:** £25,425 fulltime equivalent (£11,623 pro rata: £13.97 per hour)

**Contract:** 6 months

**Pension:** SPIRIT Advocacy operates under the NEST pension scheme. 5% employer contributions are made to your nest pension after 3 months of probation. The employee contribution to the pension is 3%.

**Holidays:** The Annual Leave entitlement per year is 5 weeks plus public holidays (pro rata)

**Location:** Hybrid – community-based across Lochaber, with some home working supported by provision of equipment (e.g. laptop and phone) and occasional travel to Inverness for meetings, development sessions and training

**Line Manager:** Chief Executive Officer

**Flexibility And Working Conditions**

This role is designed to be flexible. Hours can be arranged to suit the needs and wellbeing of the postholder and can accommodate caring responsibilities or phased working patterns.

**About the Lochaber Experience Matters Project**

The **Lochaber Experience Matters Project** aims to engage and empower individuals in Lochaber with lived experiences of mental health challenges. By establishing the **Experience Matters Advisory Panel (Ex-MAP)**, we seek to create a sustainable platform for these voices to influence and improve third-sector services.

The project's objectives are to:

* **Community Collaboration:** Foster opportunities for people with lived experience to come together and give voice to their support needs.
* **Capacity Building:** Enhance the ability and confidence of third-sector service providers to engage meaningfully with people with lived experience.
* **Co-Design Advocacy:** Promote active involvement in the co-design of 3rd sector services, ensuring that community voices shape their delivery and evaluation.

**About Spirit Advocacy**

Spirit Advocacy is a lived-experience-led organisation that exists to amplify the voice of those with lived experience of mental ill health, neurodiversity, learning disability, and related issues.

We believe in compassionate and relational support models that challenge stigma and promote recovery, rights, and inclusion.

Our work is grounded in CRIES values framework that reflects the character and culture of our work

* Compassionate
* Respectful
* Inclusive
* Empowering
* Supportive.

Spirit Advocacy operates across Highland through regionally based collective advocacy services such as HUG (Action for Mental Health), People First Highland, and localised Experience Matters Advisory Panels.

This new Lochaber Experience Matters Project is funded through the Scottish Government’s Community Mental Health and Wellbeing Fund and builds on the successful Caithness Experience Matters Advisory Panel approach.

To find out more about Spirit Advocacy visit [**www.spiritadvocacy.org.uk**](http://www.spiritadvocacy.org.uk).

**Key responsibilities**

1. **Project leadership, planning, and delivery**

* **Lead with Vision:** Drive the project to successful completion with mentorship from the Chief Executive Officer.
* **Strategic Planning:** Develop a detailed project plan with clear objectives and timelines, reviewing and adjusting activities as needed.
* **Progress Monitoring:** Regularly assess project milestones and adapt strategies in collaboration with the Chief Executive Officer.

1. **Outreach and community engagement**

* **Build Relationships:** Engage with individuals accessing or requiring mental health services to understand their needs and incorporate their insights.
* **Community Involvement:** Actively involve project participants and stakeholders in planning and promoting activities, fostering a sense of ownership.
* **Digital Engagement:** Use social media and other online platforms to reach, engage, gather feedback from, and provide it to stakeholders.
* **Expand Our Network:** Encourage stakeholders to join Spirit Advocacy, strengthening our future community engagement.

1. **Reporting, relationship building, and collective advocacy**

* **Document Insights:** Prepare comprehensive engagement and evaluation reports at key project milestones to inform ongoing and future activities.
* **Final Report:** Compile a detailed final report advocating for positive changes to third-sector services based on project findings.
* **Strengthen Connections:** Develop and nurture relationships with third sector organizations and local communities to support future collaborative efforts.
* **Professional Development:** Complete the [**Reach Advocacy Practice Award (SCQF level 7),**](https://www.reachadvocacy.net/award) fully funded to enhance your skills and knowledge.

**Person Specification**

***Essential Skills, Qualities & Experience***

1. **Alignment with organisational values**

* **Compassionate:** Show kindness and understanding towards those with mental health challenges.
* **Respectful:** Value and validate diverse experiences, treating everyone with dignity.
* **Inclusive:** Promote inclusivity, ensuring diverse voices are heard.
* **Empowering:** Encourage active involvement in mental health care and service co-production.
* **Supportive:** Foster a supportive environment for colleagues and stakeholders.

1. **Personal qualities**

* **Initiative: Show self-motivation and effective time management in a flexible work environment.**
* **Team Collaboration:** Work well with others to support team and project goals.
* **Positive Approach:** Maintain a proactive, solution-oriented attitude.
* **Advocacy Passion:** Desire to champion the needs and rights of those with lived experiences of mental health challenges.
* **Adaptability:** Flexibility to adjust to changing circumstances and approach challenges positively

1. **Practical and technical skills**

* **Report Writing:** Ability to write clear, concise reports summarising project findings.
* **Data Analysis:** Basic skills in gathering and analysing data.
* **Tech Proficiency:** Familiarity with MS Office applications (Word, Excel, PowerPoint).
* **Social Media Savvy:** Confident in using platforms like Facebook and X for online engagement.

1. **Soft skills and abilities**

* **Effective Communication:** Strong written and verbal communication skills.
* **Engagement Capability:** Ability to connect with people from diverse range of personal and professional backgrounds.
* **Relationship Building:** Experience in building and maintaining positive stakeholder relationships.
* **Community Experience:** Willingness or experience in engaging with local communities.

1. **Personal experience and understanding**

* **Overcoming Barriers: Clear** understanding of how this role can help you overcome barriers to achieving your career goals.
* **Lived Experience:** Direct personal experience with mental health challenges, providing deeper empathy and understanding of community needs.

***Desirable Skills, Qualities & Experience***

1. **Project Management:** Ability to coordinate project activities effectively, including planning, delivery, and monitoring progress.
2. **Third Sector Knowledge:** Familiarity with third-sector service providers and understanding of their operational challenges.
3. **Co-Design Expertise:** Experience or knowledge in co-production methodologies involving people with lived experiences in service development and evaluation.

**Additional Requirements:**

* **Education:** While formal qualifications are not mandatory, relevant experience and training in mental health, community work, or a related field are highly valued.
* **Driving License:** A full clean UK Driving Licence and access to a vehicle for site visits are highly desirable. Alternative travel arrangements may be considered depending on local availability and accessibility needs.
* **References:** Candidates should provide references who can speak to their suitability for this role, particularly regarding their lived experience and community engagement skills.
* **Background Check:** A PVG (Protecting Vulnerable Groups) check will be required as part of the hiring process to ensure the safety and well-being of all participants.

**How to apply**

Spirit Advocacy is committed to creating an inclusive and supportive work environment. We provide reasonable accommodations to ensure that all employees can thrive. Please let us know if you have any specific needs or require support during the application process.

* **Discuss the opportunity:** For an informal discussion about the role, contact John Beaton, Development Manager, at [**john@spiritadvocacy.org.uk**](mailto:john@spiritadvocacy.org.uk) or call **07553 206666**
* **Submit Your application:** Applications must be completed online at the link below.
* [**https://bit.ly/SpiritApplyNowPeerProjectWorkerLochaber**](https://bit.ly/SpiritApplyNowPeerProjectWorkerLochaber)
* **Deadline applications:** Submitted by noon on Monday, June 30th, 2025.

**What happens next?**

* **Notification:** Candidates will be notified of the outcome within two weeks of the application deadline.
* **Interviews:** Scheduled to take place the following week.
* **Start Date:** Flexible start date based on candidate availability.

**Join us**

This is more than a job; it’s an opportunity to make a tangible difference in the lives of those with mental health challenges in Lochaber. If you have the passion and experience, we encourage you to apply and be part of our mission to advocate for change and empower our community.

For further information, please visit our website at [**www.spiritadvocacy.org.uk**](file:///C:\Users\JBird\Desktop\www.spiritadvocacy.org.uk)

**Spirit Advocacy is Scottish Incorporated Charitable Organisation SC042513**

