**Mental Health Service Manager** A black and white logo with red arrows

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**Intercultural Youth Scotland (IYS)**

**Location:** Hybrid - Remote and Edinburgh Office

**Hours**: Full Time (32 hours across 4-day week)

**Term:** This post is subject to external funding, initial fixed term appointment until 30 May 2026

**Salary:** £33,000 per annum**Closing date:**July 23 2025

**About Intercultural Youth Scotland**  
Intercultural Youth Scotland (IYS) is a leading youth charity that empowers and supports Black and People of Colour (BPoC) children and young people across Scotland. As a national voice for equity, inclusion, and social change, we work to achieve our mission through a robust series of services aimed at supporting the diverse and intersectional needs of young people of colour throughout Scotland.

We exist to create safe, supportive and inspiring spaces for young people, shaped by their experiences and ideas. Our work is grounded in community, driven by youth voice, and committed to challenging inequality and building a more just and inclusive Scotland.

We provide a broad range of customised programmes and an exceptional array of supportive measures to help young people connect, collaborate and contribute towards a brighter future for Scotland

**About the Role**  
We’re looking for a passionate and experienced Mental Health Service Manager to lead and develop our impactful Mental Health Service. This role is central to our mission—delivering high-quality, free, mental health service provision, tackling systemic inequalities in and empowering young people of colour across Scotland.

Within this role, you’ll oversee service delivery, manage a small team of service providers, build relationships with schools and stakeholders, and ensure the programme continues to deliver measurable impact.

Our Mental Health Service offers free, specialist intercultural counselling and mental health support for young PoC and minority ethnic groups in Scotland, aged 12-29.

This is an exciting opportunity to take forward a recently restructured service and shape it to become a leading provider of intercultural mental health support for young people in Scotland.

**What You’ll Do**

Within this role, you will:

* Lead the delivery and growth of IYS’s Mental Health Service, ensuring it meets the needs of young people and complies with BACP/UKCP standards and best clinical practice.
* Manage the day-to-day operations of the service, including referrals, onboarding, client pathways, record-keeping, evaluation, reporting, and administration.
* Provide support to IYS associate clinicians, ensuring they are qualified, well-supported, and aligned with IYS values and goals.
* Coordinate with the IYS Clinical Supervisor to ensure monthly supervision is provided for counsellors and any risk is monitored appropriately.
* Collaborate with the CEO and clinical team to ensure the effective provision of 1:1 psychological support to at least 40 young people annually.
* Work with specialist consultants to implement and continuously improve the service design and delivery.
* Lead on robust monitoring, evaluation, and reporting to funders and internal stakeholders.
* Build and manage partnerships with health, education, and community organisations to increase reach and accessibility.
* Advocate for young Black and PoC people in national fora and stakeholder groups, contributing to policy and practice developments in mental health.
* Contribute to strategy and fundraising efforts to scale the service and secure future sustainability.
* Develop communications strategies with the creative team to raise awareness and drive engagement with the service.
* Attend internal and external events to promote the Mental Health Service and represent IYS.

**Person Specification- What You’ll Bring**

To be considered for this role you should possess the following skills, experience and knowledge:

**Essential**

* A minimum of 5 years’ experience in mental health service delivery, management, or programme management.
* A comprehensive understanding of existing mental health support options for children and young people in Scotland and the UK.
* Strong project management skills with the ability to demonstrate and uphold the highest ethical standards in this role, meet targets and manage a service during its establishment and upscaling.
* Strategic thinking and a growth mindset that will assist in evolving the service to the number one destination for culturally appropriate mental health support for young people in Scotland.
* Strong communication skills, including the ability to communicate complex ideas clearly and creatively to a range of different audiences as well as to work effectively with other IYS teams and external partners.
* Evidence of and experience with monitoring and evaluating projects for continuous improvement, impact measurement and funder reporting.
* A capacity to develop in-depth reports on programme delivery for both external and internal use, particularly to ensure we are consistently meeting funder requirements
* The ability to manage budgets and expenditure and to report this to funding partners and senior management.
* Commitment to anti-racism, inclusion, and youth empowerment,
* Line management or staff supervision experience.

**Desirable**

* Clinical qualification and current registration with BACP or UKCP
* Experience growing or scaling a health or wellbeing programme
* Familiarity with safeguarding procedures and data protection in mental health settings

**Why Work with Us?**

* 4-day full-time working week (32 hours)
* £33,000 salary
* 29 days annual leave (inclusive of public holidays)
* Employee Assistance Programme

**How to Apply**

If you wish to be considered for this role, please send your CV and a covering letter outlining your interest and suitability for the role, as identified in the Person Specification above to Garvin Sealy, Interim Executive Director: [Garvin@interculturalyouthscotland.org](mailto:Garvin@interculturalyouthscotland.org)

If you have any questions, contact Garvin directly at the above email.

**Closing Date:** July 23, 2025

\**PVG and safeguarding checks required.*