



MENTAL HEALTH FOUNDATION

Head of Research

Permanent

Full-time

London OR Glasgow



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

This is a fantastic opportunity to join an organisation with an urgent and vital mission. We work to prevent mental health problems and support people to live with good mental health.

Mental health is one of the most important foundations for a long and healthy life. But we need real change at a national, community and individual level to tackle inequalities and help people support and protect their mental health.

For 75 years, we have been pushing forward the frontiers in our understanding of mental health. Interest has never been greater, and we are ambitious and committed to making the biggest difference we can, motivated by our conviction that everyone deserves good mental health. We bring together research, lived experience, public information and advocacy towards the strategic objectives that guide our work.

We are a people powered charity that has the financial resources to achieve a step change in our reach and impact. And we are building an organisation that lives its values and has a strong and diverse team that is dynamic, energetic and committed to working together.

There is much more to do, and we are looking for an exceptional Head of Research 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



**MENTAL
HEALTH
FOUNDATION**



WHO WE ARE

Everyone deserves good mental health

Mental Health Foundation is the UK charity focused on preventing poor mental health and building and protecting good mental health.

We're the home of Mental Health Awareness Week.

Mental health is one of the most important foundations for a healthy and long life, and we believe everyone deserves good mental health.

No-one living in the UK should be deprived of the opportunity for good mental health because of who they are, the community they come from or where they live.

Poor mental health is not inevitable. There are things we can do as individuals, in our communities and across society to help us all to live with good mental health.

Our values

- Side by Side
- Walking our Talk
- Determined Pioneers
- Making a Difference

We're challenging the way things are done and creating fundamental change in the UK's approach to mental health by:

- Researching and developing new and more effective ways to support good mental health
- Providing everyone with evidence-backed advice and resources they can trust
- Running national campaigns and working with communities to nurture good mental health
- Working with organisations across the UK and influencing decision-makers at all levels, to take the valuable lessons we've learned and adopt solutions that are proven to work.

We work across the four nations of the UK with offices in Belfast, Cardiff, Glasgow and London.

Together, we can help everyone have better mental health. Join us.



ABOUT THE ROLE

Place of work:	Hybrid working remotely and at Glasgow OR London offices: Moncrieff House, 69 West Nile Street, Glasgow G1 2QB, or 197 Long Lane, London, SE1 4PD <i>With travel to other offices & locations as required</i>
Grade:	Grade B, Scale points 1 to 5
Salary:	Starting at £52,166 rising to £60,861 plus London weighting of £4,000 where applicable
Contract type:	Permanent
Hours:	Full-time (32 hours per week)
Department:	Research & Lived Experience
Reports to:	Director of Research & Lived Experience
Responsible for:	Staff, freelancers, professional trainees and interns
Budget responsibility:	Circa. £400k

Job purpose

This is an exciting new role with the UK's leading public mental health charity. The Head of Research role is a fantastic opportunity to lead our research team to achieve social change. We are looking for research and management expertise, strategic thinking, operational delivery and ability to collaborate and communicate with a range of stakeholders including media, academics, policymakers and communities. You will be part of an outstanding leadership team committed to delivering change across the UK. The role will deliver our UK wide research, reporting to the Director of Research & Lived Experience.



JOB DESCRIPTION

Strategic

- To lead the Foundation's research team across the UK, to deliver a portfolio of nationally significant research studies.
- To work closely with colleagues in the UK policy and influence team to commission relevant research, reviews and insight reports and share learning to ensure impact across the UK.
- To work directly with the Fundraising and Communications team to strengthen our public-facing agenda on empowering audiences and communities to look after their mental health.
- To develop and maintain external relationships with leading academics, universities, public sector and civil society research organisations as well as UK funders.
- Work with the Lived Experience team to develop our participatory research approaches.
- To identify new research funding opportunities and oversee research funding proposals.
- Publish work in leading journals and outlets to maximise impact and mentor team to do this.
- To devise and commission research studies that will enable the Foundation to grow its impact
- Support Director to build international connections that can inform our evidence in the UK.
- Support Director to develop MOUs with a small cohort of UK universities including a strategic approach to hosting Masters, PhDs and professional trainees.

Corporate

- To take a full and active part in the Foundation's Leadership Team, contribute to the development and implementation of strategic plans, and prepare and present papers to the Board and its Committees.
- To lead or contribute to task groups working on issues which cross directorate boundaries.

Operational

- Lead the research team across the UK to plan and deliver high quality research supportively and at pace.
- Ensure effective lived experience and participation is core to our research.
- Ensure that research is delivered in line with obligations to funders, commissioners and partners, efficiently, cost effectively and with impact.
- To manage and grow the budget for research in line with our strategy
- To communicate our research persuasively to internal and external audiences including the media, conferences, professional and community events.
- Maintain knowledge of significant developments in public mental health research.
- To work closely with colleagues to ensure that learning is applied and developed as new campaigns are conceived and implemented.

Managerial

- To manage Senior Research Managers, staff, freelancers and consultants as required.
- To set and live the high standards in management practice, setting clear targets and priorities, delegating and being a role model for supporting and sustaining own wellbeing.
- To ensure the recruitment and effective management of research staff, including supervision, support, appraisal, training and development.
- To work within the Foundation's operational framework of delegated authorities, financial management and decision making and ensure all staff understand these.
- To recruit and manage any consultants or advisors required to support work and ensure they deliver timely, high quality and cost-effective work.
- To ensure ongoing progress in line with the Foundation's expectations on racial equality, diversity and inclusion.

Communication & Knowledge Exchange

- To ensure Foundation evidence informs media opportunities, formal consultations and public facing advice.
- To ensure the delivery of events to contribute to the Foundation's developing position on policy, practice and research such as lectures, master classes, hearings and round tables, working with colleagues, trustees and other organisations and experts as appropriate.
- To ensure colleagues and trustees are kept up to date with developments in policy, practice and research, both external and concerning the Foundation's work.
- To ensure the messages from the Foundation research are clearly articulated and promoted to influential audiences in the fields of policy, practice and research where they will have impact towards achieving the Foundation's goals.
- To be a media and public affairs spokesperson for the Foundation on research.

General

- To promote and support the achievement of the Foundation's mission, goals and values.
- To act as a positive ambassador for the Foundation in all opportunities.
- To maintain a high standard of honesty and integrity in all aspects of the role maintaining good relationships 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.
- Share our commitment to safeguarding and promoting the wellbeing of our beneficiaries, staff, volunteers, and anyone else who comes into contact with our services.
- 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">• A deep understanding and knowledge about public health, mental health and social inequalities• Knowledge and expertise in qualitative and quantitative research methods and evidence reviews• Able to plan and effectively disseminate research to achieve impact• Understanding of the public health landscape in UK• Knowledge of research funders• Knowledge of academic, public and community research landscape in UK• Relevant post graduate research degree or equivalent research experience	<ul style="list-style-type: none">• N/A
Skills and abilities	<ul style="list-style-type: none">• Demonstrable research skills and credibility• Proven ability to write effectively for different audiences including research reports, briefings and research articles in significant journals• Persuasive presenter to a diverse range of audiences• Demonstrable organisational skills including project planning, budget management and time management• Leadership and people management skills to motivate, guide and develop staff to deliver high quality research at pace• Relationship management skills with national partners• Ambassadorial skills to represent the Foundation at high level events, with external stakeholders and media	<ul style="list-style-type: none">• N/A

Experience	<ul style="list-style-type: none"> • Research leadership in charity, public or academic context • Communicating effectively to media, public sector and/or civil society • Developing and managing strategic and impactful research • Securing research income • Working with stakeholder groups • Developing research partnerships with universities 	<ul style="list-style-type: none"> • N/A
MHF requirements	<ul style="list-style-type: none"> • A commitment to working in accordance with the Foundation's Essential Principles as laid out in the Foundation's Strategy. • Self-sufficient in 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