**Peer Support Worker Job Description**

**About Lanarkshire Links**

Lanarkshire Links are a member-led mental health participation and engagement organisation, putting those with lived experience of mental health, and their carers, at the heart of the development of services and support.

We ensure that people with lived experience of mental health are **involved** in the planning and delivery of mental health supports and services to **inform** and **influence** the design of support that meets the needs of people with mental health conditions. This includes identification of gaps and areas of good practice.

Peer support, both formal and informal are key elements of recovery and tackling stigma and discrimination is at the core of our work.

We employ four peer support workers, who work in the Acute In-Patient Mental Health wards at University Hospitals Hairmyres and Wishaw, they support patients whilst on the ward, and to prepare for discharge.

We also employ the Stigma Free Lanarkshire Programme team and work closely with the wider NHS, Health & Social Care Partnerships and Third Sector, supporting and encouraging local action towards recovery and reducing stigma and discrimination.

**Job Purpose/Summary of the role**

We are seeking a compassionate and motivated Peer Support Worker to join the multidisciplinary team on the acute mental health wards At present you will be working in Ward 19 Hairmyres Hospital. This role is specifically for individuals with personal lived experience of mental health challenges and who have used inpatient mental health services as part of their own recovery journey.

As a Peer Support Worker, you will draw upon your own experiences to inspire hope, promote recovery, and support others in navigating their own mental health journeys. You will work alongside clinical staff to encourage self-determination, empower personal growth, and assist individuals in identifying and achieving their own recovery goals.

This role plays a vital part in creating a recovery-focused environment, helping service users feel understood, respected, and supported through authentic and meaningful peer connections.

**Please note:** This is a lived experience role. Only applicants who have personally experienced mental health challenges need apply.

**Main Duties and Responsibilities**

* Use personal lived experience of mental health to offer hope and demonstrate that recovery is possible.
* Act as a recovery champion within the team and promote peer support values.
* Build supportive and respectful relationships with people who use services and work collaboratively with staff and external partners.
* Safely and appropriately share personal experiences to support others’ recovery journeys.
* Help individuals develop and work towards their own recovery goals and plans.
* Contribute to group and one-to-one support sessions and therapeutic activities.
* Give guidance to individuals to appropriate local services and peer networks.
* Maintain appropriate documentation using designated peer support recording methods.
* Report to the nurse in charge at the beginning and end of each shift, participating in handovers.
* Share progress, concerns or issues with relevant staff as needed.
* Engage in supervision and regular support sessions with the Lanarkshire Links Development Manager.
* Participate in training, reflective practice and contribute to service development discussions.
* Adhere to all NHS Lanarkshire and Lanarkshire Links organisational policies and procedures.
* Promote awareness and understanding of the PSW role with partner agencies and within the ward environment.

**Person Specification**

**Essential Criteria**

* Personal lived experience of mental health challenges
* Ability to use lived experience to inspire hope and demonstrate that recovery is possible.
* Strong verbal and written communication skills, with the ability to engage positively with service users, staff, and external partners.
* Ability to build supportive, respectful, and professional relationships with individuals using services.
* Willingness to work as part of a multidisciplinary team and follow guidance from ward staff while maintaining the peer support identity.
* Ability to manage own wellbeing, set boundaries, and participate in regular support and supervision.
* Knowledge of self-help, coping strategies, and ability to signpost others to community resources and support networks.
* Understanding of the importance of accurate documentation and maintaining service user confidentiality.
* Willingness to work within the policies and procedures of NHS Lanarkshire and Lanarkshire Links.
* Commitment to ongoing personal and professional development, training, and reflective practice.

**Desirable Criteria**

* Experience of using inpatient mental health services.
* Experience supporting others informally in recovery settings.
* Familiarity with recovery models such as CHIME (Connectedness, Hope, Identity, Meaning, Empowerment).
* Experience delivering group sessions or public speaking.
* Experience working within teams or peer networks.
* Experience working in or alongside mental health teams.
* Experience of reflective practice or using personal recovery planning tools.
* Knowledge of local services and support networks in Lanarkshire.
* Basic IT and data entry skills.
* Awareness of NHS values and governance frameworks.
* Interest in contributing to service improvement and development of peer support roles.

**WHAT YOU** **WILL GET FROM THIS JOB**

* This post is funded for six months from the date of commencement when the service review and tender is due.
* The salary is £25,25,468 FTE - Part Time Pro rata salary is £13,582.93
* Annual Leave is 25 days plus 10 public holidays (FTE) pro rata including office shut down over Christmas and New year.
* Flexible working hours between 8am – 4.30 where possible to support work life balance
* NEST pension Scheme.
* Free parking at the Dalziel Building and at the hospital.
* You will be joining a small, friendly and diverse dedicated team, passionate about involving, informing and influencing mental health services across Lanarkshire.
* A unique opportunity to make a difference
* Valuable experience in a clinical mental health setting, developing communication, facilitation, and support skills that are highly transferable.
* Supporting others through their recovery often reinforces and strengthens your own.
* Induction, training, and ongoing support.

The job offer is dependent on two satisfactory references.

The successful candidate will require to undergo a Disclosure Scotland PVG Scheme check and the offer of employment will be dependent of satisfactory references.

This job description is not exhaustive.

**Organisational structure**

