

Job Description

Mental Wellbeing Coach

Neighbourhood Mental Health Team

Responsible to	Service Manager
Salary	£21,883.68
Grade	3
Hours per week	36
Based In	Tameside and Glossop
Contract	Permanent
Level of DBS check	Enhanced with check of adults barred list

Main aims of the post

To support and motivate individuals to improve their mental health by helping them develop self-care skills, build resilience and better utilise community resources.

To be motivated by the potential to make a difference to the lives of people and their communities, and have a strong understanding of individuals with multifaceted needs and serious mental illness.

To use person-centred and relationship based practice to support clients to achieve goals and progress against their mental health and address specific barriers that are important to them such as social interaction, employment and family. To support participants to achieve progress against the goals and issues that are important to them.

To deliver a range of targeted and evidence based interventions to maximise mental wellbeing and sustain recovery.

Main duties of the post

1. To use a range of person centred, and strengths based techniques to produce personalised and appropriately sequenced action plans for people.
2. To directly deliver a toolbox of evidence based interventions which improves mental health and overall wellbeing.
3. To use pre and post therapy interventions to maximise recovery and improve the person's experience of mental health.
4. To provide coaching support to individuals on a 1:1 or group basis giving information, guidance, advice and support.
5. To support individuals to develop 'my story'- a way of telling their story, capturing their goals and co-design a journey of support.
6. To provide emotional and practical support to individuals- building confidence and skills and grow their ability to self-manage their mental wellbeing.

7. To connect individuals to appropriate interventions e.g. housing advice, debt support, education etc.
8. To Coach people to plan and set their own goals and support them to identify possible solutions to the problems they are facing.
9. To work as part of the Multi-Disciplinary Team and receive and share information within that team in order to safeguard individuals and support them to work towards their goals and aspirations.
10. To maintain accurate information systems of records and activities, complete data sheets and monitoring and evaluating data.
11. To organise and facilitate group based workshops and activities, ensuring self-help and peer support groups cover a flexible timetable.
12. To support service design, coproduction, development and improvement ensuring quality is maintained throughout.
13. To manage a caseload of individuals with complex needs.
14. To develop appropriate resources and materials for the service.
15. To support identification of spaces and places to build a network of places across Tameside and Glossop that people can connect with.
16. To work with relatives, carers and visitors to educate them about mental health conditions.
17. To effectively support delivery of the neighbourhood mental health model.
18. To develop effective relationships with a range of external organisations and agencies in Tameside and Glossop.
19. To promote the service to communities and agencies as appropriate.
20. To ensure quality standards are adhered to and met and that audits are passed.
21. To ensure all statutory responsibilities are followed and reported as required.

General work related expectations
1. To work within the values ethos and vision of the Neighbourhood Mental Health Team.
2. To contribute to the development of the Neighbourhood Mental Health Team.
3. To work in accordance with all policies and procedures of the Neighbourhood Mental Health Team, particularly: Health and Safety, Information Governance, Clinical Governance and Safeguarding.
4. To commit to own personal development and attend training or development activities as required.
5. To work in accordance with all relevant legislation.
6. To undergo regular supervision and an annual appraisal.
7. To undertake any other duties as required, and as appropriate to the post.

Person Specification

Mental Wellbeing Coach

The successful candidate must be able to demonstrate that they meet all of the following points below.

Key – Method of Assessment; A = Application form; I = Interview; T= Test;
P= Presentation

Area	Essential or Desirable	Method of assessment
1.Experience		
a. Experience of working with people facing a range of mental health barriers and social issues.	E	AI/
b. Experience of managing a caseload of clients and keeping up to date records using a database.	D	AI
c. Experience of working with individuals (1-2-1) and groups of people in different settings to help them achieve their goals.	E	AI
d. Experience of working with a range of agencies and organisations to develop effective working relationships.	D	AI
e. Experience working with people with multiple needs.	E	AI
f. Experience of working in a person centred way with individuals.	E	AI
2.Skills		
a. Ability to use a client database or the ability to learn how to use a database.	D	AI/T
b. Ability to assist clients to help them define and achieve their goals and aspirations.	E	AI
c. Ability to manage a varied and complex work load effectively.	E	AI
d. Ability to work well across a range of different subject areas such as housing, mental health, education and debt management for example.	E	AI
e. Ability to work with staff from a range of agencies and organisations to better integrate services for clients.	E	AI
3.Knowledge		
a. Knowledge and understanding of the difficulties faced by people who experience multiple needs.	E	AI
b. Knowledge of the local area. (Community groups, services available as well as local demographics).	D	AI
c. Sound knowledge of information governance and the management of risks.	D	
4. Education – qualifications required for this post		
a. Level 5 qualification (i.e. Diploma of higher education Diploma of further education Foundation degree HND or equivalent professional experience).	E	AI

b. Ability to learn at level 6, or evidence of substantial professional expertise in a similar role.	E	AI
5. Personal		
a. Positive outlook and a 'can do' attitude.	E	AI
b. Personal resilience and flexible attitude in the face of difficulties.	E	AI
c. Commitment to working towards the Neighbourhood Mental Health Team ethos and values, including having a non-judgemental approach.	E	AI
d. Commitment to personal development, including attending a level 6 study programme linked to the role and willingness to regularly update skills and experience.	E	AI
a. A commitment to providing effective high quality services	E	AI
b. A willingness to embrace change and the unknown	E	AI
c. Emotional Resilience and the ability to manage own wellbeing	E	AI
d. A desire to work independently and proactively	E	AI