



PSYCHOLOGICAL WELLBEING PRACTITIONER RECRUITMENT PACK

Welcome to Penumbra:

Thank you for wanting to join our team. At **Penumbra Mental Health**, we pride ourselves on being a great place to work where you can grow and thrive in a supportive team.

And we're looking for kind people like you who want to make a difference in people's lives. We can offer you a living wage, a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day.

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About Us

We are **Penumbra Mental Health**, a pioneering charity providing dedicated services for people with mild to serious and enduring mental ill health.

We support people on their journey to better mental health, by working with each person to find their own way forward.

From being there for people in crisis to suicide prevention, supported living to self-harm management and peer support. We are with those we support every step of their journey to a better place. People's experiences are at the centre of everything that we do. We champion peer workers; they know that recovery is possible, because they've been there too.

The power of people's lived experience enables us to provide pioneering services which transform lives. Find out more here: penumbra.org.uk

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

Our mission is to provide exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

We live and breathe our values

- Compassion
- Courage
- Curiosity
- Collaboration

And we're looking for kind people like you who want to make a difference in people's lives. We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. So, good luck with your application!

Vision

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

Our vision is aspirational, ambitious and hopeful. It gives a view of what we aim to achieve

Mission

We will deliver exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

Our mission explains how we aim to achieve our vision. It is the reason we exist.

Values

Our values set our behaviours and actions. These underpin everything we do.

Courage

We will do the right thing. Standing up for people, their rights, wellbeing and recovery

Compassion

We listen and respond with hope, kindness and respect

Curiosity

We explore, reflect, learn and adapt to create solutions that are best for people's wellbeing

Collaboration

We will work with those who share our vision and values

STRATEGIC AIMS

Our aims describe how we direct our activities towards delivering our Mission

To make a **positive** difference to people's **recovery** and mental wellbeing.

To value, support and involve **our people.**

To be **innovative** and creative in all that we do.

To continuously learn and **improve** our practice and processes.

To be thought and practice **leaders** in recovery and mental wellbeing.

Recovery



10,599 people is the number of people we supported in 2021-2022



We have added 18 new services this year, including services for adults and young people with eating disorders, peer navigators, psychological wellbeing practitioners and Redress Support Service.



As per strategy we have increased the number of our distress services including 6 additional Distress Brief Intervention associate programmes.

Innovation



We have increased the number of people viewing our Facebook content by 57% compared to last year by focusing our communications on recovery and lived experience.

I.ROC Y.ROC

I.ROC and Y.ROC are used by organisations across 6 countries in the UK and the EU



People



92% of staff reported feeling proud to work for Penumbra and would recommend Penumbra as a good place to work.



Approximately **15%** of our workforce are peer workers

Improvement



96.6% felt that Penumbra treated them with kindness and dignity 'all the time.'



98% said that Penumbra had had a positive impact in their lives



93% felt Penumbra does what we say we will 'all the time.'



ALLIANCE

Our ARDB Toolkit has won the 2021 Alliance Self-Management Resource of the Year award.



Leadership



The number of users of our website has increased by **59.8%** compared to last year's baseline.

A pioneering charity supporting people on their journey to better mental health

Advertisement

Psychological Wellbeing Practitioner

Salary: £28,220 - £35,973 (£14.47 - £18.45 per hour)

Location: Aberdeen

Permanent

If you're looking for a rewarding career and to work within an inspirational team that really does make a difference, this is your opportunity to join a new team of Psychological Wellbeing Practitioners (PWP) working to improve mental health and wellbeing for the people of Aberdeen.

In collaboration with the Integrated Drugs Team, our Intensive Housing Support Service provides recovery-focused support on an individual and family basis. PWP will deliver a suite of evidence-based interventions for people experiencing mild to moderate mental health challenges. With the aim of building resilience and upskilling self-management techniques, PWP will seek to reduce feelings of stigma and support people to achieve their own identified outcomes.

With a focus on creating a seamless experience of accessing mental health support, PWP will work in an integrated way to ensure people receive the most appropriate and effective support options.

We want you to grow and thrive! We will support you on your own career path; developing new skills, accessing formal and informal learning experiences and providing opportunities to put your continual progress into practice.

Job description for the post of: Psychological Wellbeing Practitioner

Service: Intensive Housing Support



Funding for the Intensive Housing Support is contributed to by the Corra Foundation

Responsible to: Service Manager

Salary: £28,220 - £35,973 (£14.47 - £18.45 per hour)

Working hours: 37.5 hours per week

Location: Aberdeen

Closing: Monday 30th January 2023 at 7pm

Interview: Wednesday 15th February 2023

Special condition: Lone working, local travel, evenings and weekends. Driving licence and access to car beneficial.

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penumbra.org.uk

✉ enquiries@penumbra.org.uk ☎ 0131 475 2380



Head Office | Norton Park | 57 Albion Road | Edinburgh | EH7 5QY

Penumbra is a charity (SC 010387) and a company limited by guarantee (SC 091542) registered in Scotland.

We live and breathe our values



- Compassion
- Courage
- Curiosity
- Collaboration

Job summary

With a focus on creating a seamless experience of accessing mental health support, PWPs will work in an integrated way to ensure people receive the most appropriate and effective support options.

We can offer you:

- A salary above the living wage
- Up to 38 days per annum including public holidays
- 5% employer pension contribution (salary sacrifice). Also offer auto-enrolment pension scheme
- Flexible working
- Cycle to work scheme
- Confidential Employee Assistance Programme
- Employee Discount Scheme
- Death in Service benefits
- Full training and professional development

And so much more!

Main duties and responsibilities

- Provide person-centred and outcomes focused support which is responsive to the needs of people who access the service.
- Create shared support plans which promote self-management, delivered via guided self-help, group work, telephone support and online methods.
- Deliver evidence based psychological interventions in order to improve health, wellbeing and build resilience.
- Provide input for people who are currently accessing computerised CBT, such as Beating the Blues, Silver Cloud cCBT packages and other approved on-line mental health supports.
- Build connectedness across a wide range of community resources.
- Take a holistic approach to managing referrals and supportive signposting.

- Develop positive working relationships across primary care, specialist mental health services and social care services.
- Attend multidisciplinary meetings where appropriate.
- Liaise with external agencies including housing, police, local authority, employers and employment support workers where necessary.
- Support the development of peer and mental health networks, recognising the person as an expert in their own experience.
- Establish an effective relationship with people who use the service, and their family members, in accordance with Penumbra’s policies and procedures.
- Be responsible for maintaining the relevant systems of documentation and provide accurate information and reports as required.
- Be flexible and responsive to meet the changing needs of supported people and the organisation, within the agreed criteria.
- Participate in training activities and commit to continuous professional development.
- Uphold Penumbra’s Code of Conduct.
- Register with the SSSC if appropriate (Supervisor) and maintain post-registration training and learning log to meet ongoing registration requirements.
- Other duties, deemed appropriate to this grade, as and when required as the role develops.

Person Specification

Qualifications	Essential <ul style="list-style-type: none"> • Willingness to undertake the NHS Education for Scotland, Enhanced Psychological Practitioner Programme. • Relevant Psychology, Mental Health, Social Work, OT, or equivalent qualification or: • SVQ 3 In Health & Social Care or equivalent, as defined by the SSSC and Educated to degree level preferably in a relevant field e.g. health sciences/health & social care/public health.
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Knowledge and Experience	<p>Essential</p> <ul style="list-style-type: none"> • Knowledge of and experience of evidence based, solution focused approaches. • Illustrate experience of assessing and prioritising need within a group of people using services. • Experience of assessing, planning and delivering support to people with mental health issues. • Experience of supporting people in emotional distress. • Experience of supporting people with multiple health needs. • Experience of a holistic, person-centred approach to recovery. • Core IT skills and ability to input data, basic word processing, manage emails. • Experience of multi-agency liaison. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of working in an autonomous role. • Experience of facilitating groups. • Knowledge of data management, performance monitoring and reporting.
Basic Assessment & Therapeutic Skills	<p>Desirable</p> <ul style="list-style-type: none"> • Knowledge of resources for anxiety/depression/bereavement/stress management, assisted self-help. • Ability to understand and assist people in a range of psychological approaches. • Mental Health first aid skills. • A basic understanding of the principals of cognitive behavioural approaches. • Skills in risk assessment and management.
Supporting People	<p>Essential</p> <ul style="list-style-type: none"> • Able to rapidly establish a working supportive relationship. • To be able to multitask; this involves listening, assessment, planning, and giving feedback. • Consistently works with a person-centred approach. • Is kind and compassionate in all interactions. • Strives to establish and maintain the trust and confidence of people using the service. • Promotes organisational values, policies and procedures. • Support people to exercise their rights, independence, and choice whilst ensuring people are as far as possible protected from danger or harm.
Working with Others	<p>Essential</p> <ul style="list-style-type: none"> • Ability to build and maintains robust and co-operative relationships with team members and colleagues throughout the organisation.

	<ul style="list-style-type: none"> • Builds co-productive relationships, develops networks and promotes partnership working with other professionals and agencies. • Is aware of unspoken thoughts, concerns or feelings and is skilled at helping people to voice these safely. <p>Desirable</p> <ul style="list-style-type: none"> • Actively participates and provides valuable contributions to the project work of partner organisations.
Learn and Apply	<p>Essential</p> <ul style="list-style-type: none"> • Able to use practice and clinical supervision to reflect on strengths and weaknesses in order to improve clinical practice. • Can contribute to an organisational culture which values continuous professional development. • Demonstrates on-going positive and constructive self-reflection and resulting improvements. • Makes best use of own strengths and finds ways to overcome personal challenges.
Communication	<p>Essential</p> <ul style="list-style-type: none"> • Is skilled at explaining complex information concisely, clearly and accurately to inform and persuade others to take action. • Produces structured, accurate and concise written reports. • Ensures a high level of two-way communication with all stakeholders. • Adheres to and actively promotes the core values of Penumbra.
Managing Self	<p>Essential</p> <ul style="list-style-type: none"> • Manages own work life balance and assists others to do the same as appropriate. • Uses research and evidence from practice to inform change within the organisation. • Is skilled at remaining positive and finding solutions to overcome adversity. • Engages in open and reflective debate and provides constructive comments about proposed changes.
Professionalism	<p>Essential</p> <ul style="list-style-type: none"> • Develops clear, realistic, timely plans to produce desired results and ensures that action is taken to deal with any changes as they arise. • Works to support a culture in which service quality and customer satisfaction are an organisational priority. • Maintains sound ethical and professional standards at all times, reporting wrongdoing and encouraging others to do the same. • Manages time effectively to ensure tasks are completed and deadlines are met.

Conditions and Remuneration

Salary Package

£28,220 - £35,973 per annum (usually starting at the bottom of the scale)

Holiday

33 days per annum including public holidays, rising to 38 after 5 years' service

Pension

5% employer pension contribution (salary sacrifice). Also offer auto-enrolment pension scheme.

Benefits

- Flexible working
- Cycle to work scheme
- Confidential Employee Assistance Programme
- Employee Discount Scheme with Vivup
- Death in Service benefits
- Full training and professional development

And so much more!

Get in touch

If you'd like an informal chat about this role and working for Penumbra Mental Health, please contact: Suzanne Bain, Head of Services (North of Scotland) on 07717 301598.

For more on our who we are visit: penumbra.org.uk

For more opportunities across our teams visit: penumbra.org.uk/careers