



*Your journey. Your way.*



## Our story

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. The power of people's lived experience enables us to deliver pioneering services which transform lives.

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.

Of course, **everyone's journey is different**, so we work with people to identify, believe in, and reach their goals, whatever they may be. Often, it's about hope, but we know that's not always easy for people to hold on to. And so, when times are tough, we hold it for them, keeping it safe - just until the time is right.

You see, Penumbra has always been about people; listening and learning, challenging, encouraging and enabling. It's why we're trusted to provide services across Scotland, supporting thousands of people every month, because when people need us, we're there.

**Our vision** is that people live with positive mental wellbeing and can easily access the best 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: we will listen and respond with hope, kindness and respect
- 🌀 Courage: we will do the right thing, standing up for people, their rights, wellbeing and recovery
- 🌀 Curiosity: we will 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

[penumbra.org.uk](https://penumbra.org.uk)

✉ [enquiries@penumbra.org.uk](mailto:enquiries@penumbra.org.uk) ☎ 0131 475 2380



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

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With every conversation, you have the potential to spark real change for people

Jamie



**12,649**

The number of people we supported in 2022/23

**579**

Colleagues working across Scotland



**26%**

Of our colleagues are employed in peer support roles

**92%**

Of our colleagues feel proud to work for Penumbra

**77**

Services across



**23**

Health and Social Care Partnership areas



**95%**

Of people said that Penumbra had a positive impact on their lives

**93%**

Of people we asked agreed Penumbra treats people with respect and compassion

**92%**

Of our partners say our teams recognise equality and diversity



## Welcome

### Want to spark real change?

First of all, thank you for being interested in joining the Penumbra Mental Health team. We pride ourselves on being a great place to volunteer, where colleagues have space to grow and thrive. And we're always looking for kind people like you who share our values and who want to spark real change.

You might already be working in a supporting role and looking to expand your skills into mental health recovery, or you might be looking for a new challenge altogether.

Whatever your career or life experience, you're in the right place if you want to make a difference and build your working life around meaningful connections with people who will inspire you every single day. Our promise to you? We can offer you an opportunity to be part of an amazing team, and support to gain experience and develop new skills. Don't just take our word for it, click on the images below to hear from our colleagues, Jamie, Martin, Nick and Jodi.

We know that applying for a new role can be daunting. That's why we encourage applications from everyone even if you're not sure if you meet all the person specifications. What's important to us are your values, kindness and willingness to learn.

We hope you find everything you need in this application pack. If you have any questions, you might want to check out our [careers page](#) where you'll find some FAQs and interview tips.



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## Advertisement

### Volunteer Gardener

Location: Possilpark - Glasgow

### Voluntary Position

If you are looking for a rewarding opportunity and to volunteer within an epic team that will help you grow and thrive, then you have come to the right place. Volunteering within our Alcohol Related Brain Damage (ARBD) Care Home in Glasgow you can start your day knowing what you do really does make a difference!

Our abstinence based ARBD service provides a short term stay in a safe supportive environment to work towards regaining lost skills and learn new ones before either returning home or onto another supportive environment.

We are looking for a volunteer gardener to assist with general gardening duties at the service. Specifically, we would love someone to be able to encourage the residents to get involved in the garden and the upkeep of it.

As a mental health charity, we really value the wellbeing of our colleagues. That's why we want you to know that you'll be joining a friendly team, who will give you a supportive environment to help you thrive in your role, including all the training you need to feel confident and equipped.

Volunteering with Penumbra, we can promise you'll be inspired by some pretty amazing humans every single day. We want you to grow and thrive! We will support you on your own individual volunteering path, helping you to gain experience and develop new skills.

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## Role Description

### Gardener Volunteer

<b>Service:</b>	Glasgow ARBD
<b>Responsible to:</b>	Service Manager
<b>Time Commitment:</b>	Flexible
<b>Location:</b>	Possilpark, Glasgow
<b>Closing:</b>	Friday 24th May at 7pm
<b>Interview:</b>	Tuesday 4 <sup>th</sup> June
<b>Special condition:</b>	Duties could include – weeding, planting, pruning and other general gardening activities

### Role summary:

The gardener volunteer will assist with general gardening duties, encouraging the residents to get involved as and when they can.

### Main duties and responsibilities

- ✧ General upkeep and maintenance of garden.
- ✧ Planning ahead re seasons.
- ✧ Encourage residents to get involved in the gardening work.
- ✧ Commitment to putting Penumbra's values into practice.

### Person specification

- ✧ Minimum age 18.
- ✧ Trustworthy, reliable, and respectful.
- ✧ Ability to work on own initiative.
- ✧ Knowledge of gardening.

### What We Can Offer You

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- 🔗 You will be valued and welcomed into a skilled and experienced team.
- 🔗 Opportunity to make a real difference to the lives of the people we support.
- 🔗 Improving your CV – we can also offer you a reference for future jobs.

## Get in touch

If you'd like an informal chat about this role and working for Penumbra Mental Health, please contact: Carole Kedley (Service Manager) at [Carole.Kedley@penumbra.org.uk](mailto:Carole.Kedley@penumbra.org.uk)

For more on our who we are visit: [penumbra.org.uk](https://penumbra.org.uk)

For more opportunities across our teams visit: [penumbra.org.uk/careers](https://penumbra.org.uk/careers)

## Application & Interview Guidance

We know applying for roles and preparing for interviews can be daunting – but we really want you to enjoy the process. It's a chance for you to showcase all of your skills and learn more about what we do at Penumbra. Everyone is really friendly, and we want your application to be a success!

That's why we have put together these tips, so you know what to include in your application and what to expect at interview.

Penumbra is committed to supporting candidates with disabilities, neurodiverse candidates, and candidates with mental health conditions throughout the recruitment process. We will make any reasonable adjustments required to ensure a fair and inclusive process for all. If you think you require reasonable adjustments, please don't hesitate to contact us at [recruitment@penumbra.org.uk](mailto:recruitment@penumbra.org.uk).

### Application

The application stage allows you tell us about all the great skills and experience you've got to offer, and how they'll help you in the role you have applied for.

In your personal statement, we are looking for the skills outlined in the competencies in the person specification section of this pack. Tell us about a time when you've developed or demonstrated these skills – this could be from your work life or personal life. Using the STAR method outlined below will help to structure your points.

This is also a great opportunity to tell us about your passion for mental health, and remember if you're applying for a peer role, tell us about your lived experience and how you think you could utilise it in the role!

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## Interview

The interview stage is a chance for us to meet you, and for you to learn more about Penumbra or ask any questions you might have. What will be included in the interview might vary between roles and services (for example, some may include written questions) but this will be explained to you ahead of time.

All of our interviews include competency-based questions. Competency Based questions aim to find out how you have used specific skills in your previous experience and how you approach problems, tasks and challenges.

The competency based questions will be on each of the competencies outlined in the person specification of this pack. We would recommend preparing a few examples of times you have demonstrated each of these competencies in advance. When answering the questions, you should try to stick to the STAR method, outlined below.

## STAR Method

The STAR method can be used to structure your answer to the competency-based questions you'll be asked – it helps you to make sure you get all of the important points across. It breaks an answer down into 4 parts:

- Situation** – What was the situation you had to deal with?
- Task** – What task were you presented with as a result of the situation?
- Action** – What action did you take?
- Result** – What was the result of this action, what did you learn from the result?

Here's an example of the STAR method in use:

### Question

Tell me about a time you had to deal with a conflict. How did you handle it?

### Answer

- Situation** I was part of a team where one colleague was regularly late for our scheduled meetings, which was causing a lot of frustration amongst the rest of the team.
- Task** I knew it was important someone raised the issue with him in order to keep the team working well, so I took responsibility for handling it.
- Action** At the end of one of our regular meetings, I asked if he had a minute to catch up. I mentioned to him that he seemed stressed, and that he had been late to quite a few of our



meetings and explained the impact it was having on the team. I expressed that we all really valued his input at the meetings, and asked if there was anything causing the lateness or if there was anything the team could do to support him. He shared that he was overwhelmed with his workload, and it was impacting his ability to manage his time.

## Result

By handling this conflict sensitively and in a supportive manner, we were able to identify what was causing the issue, and distribute some of our colleague's extra workload amongst the team. This took the pressure off him and enabled him to manage his time more effectively. This in turn meant the team was able to work together more efficiently and we didn't miss out on anyone's input.