



Scottish Recovery

Network

Applicant information for the post of

**Projects Officer
Scottish Recovery Network**



Dear Applicant

Thank you for your interest in the post of Projects Officer, Scottish Recovery Network.

Since being established in 2004, Scottish Recovery Network¹ has made a significant impact on mental health policy and practice across Scotland.

With a team of 8, Scottish Recovery Network delivers a number of exciting and innovative programmes to support recovery approaches in Scotland. The voice of people with lived experience of mental health problems has always been central to the development of our work and we take a collaborative approach bringing lived experience and other key stakeholders together.

- You can find out more about Scottish Recovery Network on [our website](#)
- Scottish Recovery Network's [strategic plan 2021-2024](#) is also available

Please note Scottish Recovery Network is hosted by Penumbra and we require all applicants to apply via the Penumbra jobs portal.

- **Closing date for applications is 31 May 2024**
- **Interviews will be held on 20 June 2024**

In order to assist you with your application we enclose a job description and person specification.

If you would like an informal discussion about the post please contact Mark Soanes, Operations Manager at mark.soanes@scottishrecovery.net

¹ Scottish Recovery Network is hosted by Penumbra which is a charity (SC010387) and a company limited by guarantee (SC091542) registered in Scotland.

About Scottish Recovery Network

Scottish Recovery Network has been promoting and supporting mental health recovery since 2004. Our [strategic plan 2021-2024](#) sets out our vision, mission, values and how we will work with others to bring about the changes needed to transform Scotland’s mental health system.

Our vision

Together we can make Scotland a place where people expect mental health recovery and are supported at all stages of their recovery journey.

Our mission

To bring people, services and organisations across sectors together to create a mental health system powered by lived experience which supports everyone’s recovery journey.

Our values

Compassion

We listen to, validate and support those we are working with to have a voice and to develop their capacity to engage in recovery focused change

Curiosity

We value and explore different ideas and strive to learn from others to build coalitions that bring about positive change in our communities, services and wider system

Collaboration

We bring people together to explore and develop new ways of working that value different experiences, expertise and voices, and rebalance power

Courage

We believe in the possibility of change at a persona level but also in our organisations, services and society. We embrace a willingness to be open to all voices including those we do not always understand

Our track record

Over the past 16 years there have been a wide range of activities with many successes. For example:

- Mental health recovery is accepted as a concept and reality in policy and practice
- People with lived experience of mental health problems have more opportunities to speak out and share their skills and learning
- Many services, organisations and communities have good examples of recovery focused practice
- Good connections have been made with those supporting recovery in other parts of the UK, Europe and further afield

However, our engagement during 2020 on the [future of mental health recovery in Scotland](#) identified there is still a lot to do. Examples of good practice are far from universal. Mental health recovery is still not a day-to-day part of the development and delivery of mental health support.

Building on this we ran a series of conversation cafés in March and August 2022 to gather the views of those with lived experience of mental health challenges and front-line practitioners on they want from a new Scottish Government Mental Health Strategy. They identified this as a [Chance for Change](#) and told us that mental health strategy and services should be designed to ensure that:

- People expect recovery and are supported at all stages of their recovery journey
- All parts of the mental health system are equally valued
- People can access the type of support that works for them and their life when and where they need it
- Scotland is a mentally healthy society where needs related to mental health and wellbeing are acknowledged and supported
- Lived experience is genuinely valued, integrated into all parts of our system and co-production is the way of working
- Peer support and peer worker roles are a mainstream part of the mental health system

About the role

Scottish Recovery Network are seeking an experienced projects officer who will work with colleagues and external partners to contribute to the delivery of successful collaborative projects which meet our strategic aims.

You will have a passion for bringing people, services and organisations across sectors together to create a mental health system powered by lived experience which supports everyone’s recovery journey.

You will be committed to values-based practice, mental health recovery and excited by the opportunity to work with others to bring about much needed change in our mental health system.

Projects Officer Job Description

Role	Projects Officer – Scottish Recovery Network
Accountable to	Operations Manager
Location	Home based. Regular travel for work purposes and attendance at team meetings and supervision in office based in central Glasgow will be required.
Conditions	<ul style="list-style-type: none">• Full time post (37.5 hours per week)• Permanent contract• Annual leave total (including public holidays) of 33 days per annum rising to 38 days after 5 years’ service• Contributory money purchase pension scheme available• Evening and weekend work may be required, as will some travel throughout Scotland <p>Scottish Recovery Network is hosted by Penumbra. We therefore comply with Penumbra’s policies and financial management systems and staff are subject to penumbra’s terms and conditions of employment.</p> <p>Penumbra offer a range of staff benefits including flexible working, cycle to work scheme, an Employee Discount Scheme, Confidential Employee Assistance Programme and Death in Service benefits.</p>

Salary	£33,706 - £37,945 per annum Pt 30-34
Closing date	31 May 2024
Purpose	To support the work of Scottish Recovery Network, both locally and nationally, and to work with colleagues towards achieving the Network's strategic aims.

<p>Key responsibilities</p>	<p>As self-starter the postholder will work with colleagues to deliver successful collaborative projects which promote recovery approaches and meet the Network’s strategic aims.</p> <p>The postholder and work with colleagues and external partners to support projects at local and national levels.</p> <p>Key responsibilities will include:</p> <ul style="list-style-type: none"> • Working with colleagues to support the effective delivery of projects which meet strategic aims • Establishing connections and working relationships with third and public sector organisations, community based groups and lived experience to further develop the aims of Scottish Recovery Network • Planning and delivering a range of workshops and events to bring people together and identify needs, aspirations and generate ideas • Seeking out examples of mental health recovery practice and innovations that can be shared and inform the successful delivery of collaborative projects • Contributing to the production of reports and the development of materials, resources and communications outputs • Promoting and facilitating the use and adaptation of Scottish Recovery Network resources and materials to support recovery practice • Representing Scottish Recovery Network as required with wider stakeholders at meetings and events • Contributing to the development and implementation of Scottish Recovery Network’s strategic and operational plans • Contributing to and support the development of an enabling culture within the organisation • Ensuring that our organisational values and procedures are adhered to in all activities
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Person specification

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Experienced in facilitating groups or training

Experienced in planning and delivering events, workshops and other meetings

Someone who proactively contributes to the successful delivery of projects and can complete tasks within agreed timescales

Committed to team working and able to work with others effectively to best use the skills, knowledge and qualities available

Able to work with a range of organisations and individuals and motivate them to recognise, design and deliver sustainable mental health recovery approaches

A good verbal and written communicator who can produce structured, accurate and concise reports and other written documents that inform and enable others to take action

Someone who recognises and values new ideas and facilitates new approaches which may depart from conventional thinking

Well-informed about mental health recovery and the recovery approach and committed to values-based practice, recovery and rights

Familiar with and have experience of community development approaches

Someone who thrives in a fast-paced, changing work environment and can adapt their working approach and methods to meet strategic aims whilst maintaining organisational values

Educated to degree level or equivalent