Penumbra
Mental Health

Mental Health & Wellbeing Practitioner
National DBI

Enquiries to: Victoria Hean at
victoria.hean@penumbra.org.uk



penumbra.org.uk

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

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 got 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



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 work 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. Maybe you're looking for a career where you can use your lived and living experience to support others on their journey (did you know 26% of our colleagues are employed in peer roles?).

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 a salary above the living wage, a tonne of employee benefits, and space to grow your skills and qualifications in a supportive and creative team. Don't just take our word for it, click on the images below to hear from our colleagues, Jamie, Martin, Nick and Jodi.

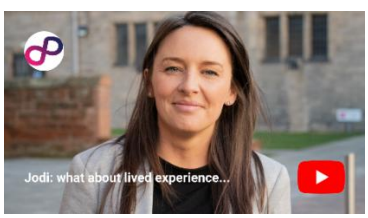
We know that applying for a new role can be daunting. That's why we encourage applications from everyone even if you're not sure if you meet all the person specifications. What's important to us are your values, kindness, willingness to learn, and your passion for quality mental health support.

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.









Advertisement

Mental Health & Wellbeing Practitioner

Location: National DBI – Flexible across Scotland

Salary: £26,227 per annum (£13.45 p/h equivalent)

Full time – Permanent

If you're looking for a rewarding career and to work within an inspirational team that really does make a difference, this is an exciting opportunity to join the DBI National service and the delivery of the DBI approach, which has widely been recognised as innovative and pioneering across Scotland.

DBI is a two-tiered response; a Level 1 response from frontline partnership agencies and Level 2 supportive interventions delivered by Penumbra. A Mental Health and Wellbeing Practitioner will respond to a referral made on behalf of a person experiencing distress within 24 hours, with the provision of time limited support. The Practitioner will then deliver community-based problem solving support, wellness and distress management planning, supported connections and signposting for a period of up to 14 days.

As a Mental Health and Wellbeing Practitioner, you'll make a difference to people's lives every day. This role has been developed specifically for people who have lived experience of mental health problems. Through sharing learning from their own experience, peer workers will inspire hope and belief that recovery is possible. Within a relationship of mutuality and information sharing, Practitioners will promote self-management and opportunities for improved health and wellbeing. You will act as a recovery champion within the team and an ambassador of recovery with external agencies and partner organisations. There is also an expectation that the Mental Health and Wellbeing Practitioner will be involved in the ongoing development of peer roles and will make a positive contribution to the reduction in stigma associated with mental health issues.

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

Mental Health & Wellbeing Practitioner

Service:	National DBI
Responsible to:	Operations Manager
Salary:	£26,227 per annum (£13.45 p/h equivalent)
Working hours:	37.5 hours per week
Location:	Hybrid working with occasional requirement for in person attendance. Areas provisioned by the service include Lothians, Tayside, Ayrshire & Arran, Grampians, Orkney & Shetland
Closing:	Monday 7th December at 4pm
Interview:	Interviews will take place on the 16th and 17th of December via Microsoft Teams. Interview will be question based and will include a task component.
Special condition:	Scotland-based staff only. Preferably central Lothian, Tayside, Ayrshire & Arran or Grampian based

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Job summary:

As a Mental Health & Wellbeing Practitioner, you will assist people who use the service to establish and maintain a meaningful and fulfilling life in the community. Mental Health & Wellbeing Practitioners play a central role in the planning and provision of quality, recovery focused support to people who use the service.

Main duties and responsibilities

- Establish an effective relationship with people who use the service in accordance with Penumbra's policies and procedures.
- Develop outcome-based personal recovery plans for each supported person that promote self –management and social inclusion.
- Co-ordinate delivery of recovery focused support.
- Provide practical support and supervision to Mental Health and Wellbeing Workers and/or Peer Workers as required.

- Develop effective relationships with other groups and agencies in your area and take opportunities to promote mental health awareness in the wider community.
- Be responsible for maintaining the relevant systems of documentation.
- Provide accurate information and reports as required.
- Provide formal input to Care Management reviews as required.
- Be flexible and responsive to meet the changing needs of supported people and the organisation, within the agreed criteria.
- Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders.
- Participate in training activities and meetings as required.
- Uphold Penumbra's Code of Practice.
- Register with the SSSC as 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.

Person specification

Qualifications	**Essential** • Working towards SVQ 3 or equivalent as defined by the SSSC, or commitment to achieve within specified time period. **Desirable** • SVQ3 or equivalent as defined by the SSSC.
Knowledge and Experience	**Essential** • Experience of being in a supportive and enabling role. • Demonstrate understanding of mental health and recovery. • Experience of working in the mental health and recovery field. • Experience of taking a lead role in the planning and delivery of support. • Experience of a person-centred approach to recovery. • Core IT skills and ability to input data, basic word processing, manage emails.
Working with Others	**Essential** • Builds good working relationships with team members and colleagues throughout the organisation. • Is aware of and understands unspoken thoughts, concerns or feelings and is skilled at helping individuals to voice these safely.

	Desirable • Builds co-operative relationships, develops networks and promotes partnership working with other professionals.
Learn and Apply	**Essential** • Makes best use of own strengths and finds ways to overcome personal challenges. • Demonstrates commitment to keeping knowledge, understanding and skills up to date.
Communication	**Essential** • Produces structured, accurate and concise written reports. • Can explain complex information in a way which makes it understandable.
Managing Self	**Essential** • Sustains effort to overcome obstacles and feelings of frustration, and is able to maintain a positive view. • Engages in open and reflective debate and provide constructive comments about proposed changes. • Take responsibility for managing own work life balance.
Professionalism	**Essential** • Maintains sound ethical and professional standards at all times, reporting wrongdoing and encouraging others to do the same. • Is proactive in identifying areas for improvement and implements creative developments. • Manages time effectively to ensure tasks are completed and deadlines are met. • Plans ahead for meetings and busy periods. • Ensures the delivery of efficient, effective, high quality services. • Acts as a role model by setting clear standards for service delivery.
Supporting People	**Essential** • Supports individuals in line with organisational values, policies and procedures. • Understands recovery and works with a recovery focused approach. • Consistently works with a person-centred approach.

	• Supports supported peoples' rights to control their lives and make informed choices about the services they receive. • Promotes the independence of supported people while protecting them as far as possible from danger or harm. • Protects the rights and promote the interests of supported people.

Conditions and Remuneration

Salary Package

£26,227 per annum (£13.45 p/h equivalent)

Holiday

33 days per annum including public holidays, plus an extra day for each years' service, rising up to 38 days 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 – 100's of lifestyle savings.
- Payroll Pay with Vivup – pay monthly available across a variety of options including home & electronics, discounted gym memberships and more.
- Death in Service benefits.
- Full training and professional development.
- Refer a friend scheme – earn up to £400.
- Salary sacrifice pension.
- Additional day of annual leave for each year of service, up to 5 days of annual leave after 5 years of service.

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: Victoria Hean at Victoria.hean@penumbra.org.uk

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

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

Application & Interview Guidance

We know applying for jobs 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.

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!

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.