



# MENTAL HEALTH FOUNDATION



Counsellor – Becoming a Man project  
Fixed term to August 2026  
London



Thank you for your interest in joining the superb team at the Mental Health Foundation.

This is a fantastic opportunity to join a growing organisation with an urgent and vital mission. We work to prevent mental health problems and support people to live with good mental health.

Mental health is one of the most important foundations for a long and healthy life. But we need real change at a national, community and individual level to tackle inequalities and help people support and protect their mental health.

For 75 years, we have been pushing forward the frontiers in our understanding of mental health. Interest has never been greater, and we are ambitious and committed to making the biggest difference we can, motivated by our conviction that everyone deserves good mental health. We bring together research, community programs, public information and advocacy working together towards our four strategic objectives that guide our work.

We are a people powered charity that has the financial resources to achieve a step change in our reach and impact. And we are building an organisation that lives its values and has a strong and diverse team that is dynamic, energetic and committed to working together.

There is much more to do, and we are looking for an exceptional Counsellor to join the BAM team and enable the Mental Health Foundation to be the most effective it can be.

In this document we present information about the Foundation and about this vital role.

If you are up for the challenge, I hope you will get in touch.

Kind regards



**Mark Rowland, CEO**





# WHO WE ARE

Our vision is good mental health for all.  
The Mental Health Foundation works to prevent mental health problems. We will drive change towards a mentally healthy society for all, and support communities, families and individuals to live mentally healthier lives, with a particular focus on those at greatest risk. The Foundation is the home of Mental Health Awareness Week.

## Making Prevention Happen

Since 1949, the Mental Health Foundation has been the UK's leading charity for everyone's mental health. With prevention at the heart of what we do, we aim to find and address the sources of mental health problems so that people and communities can thrive.

The Foundation aims to promote good mental health for all through research, policy, innovation, and campaigning.

## Our values:

**Side by Side**

**Walking our Talk**

**Determined Pioneers**

**Making a Difference**

## Our approach:

### **Tell the world**

We publish studies and reports on what protects mental health and the causes of poor mental health and how to tackle them.

### **Find solutions**

We test and evaluate the best approaches to improving mental health in communities and then roll them out as widely as possible.

### **Inform and empower**

We give advice to millions of people on mental health. We are most well-known for running Mental Health Awareness Week across the UK each year.

### **Change policy and practice**

We propose solutions and campaign for change to address the underlying cause of poor mental health.

### **Build a strong Foundation**

We aim to become an exemplar employer and build an organisation that is financially sustainable and thriving



# ABOUT THE ROLE

<b>Place of work:</b>	Hybrid working partly at secondary schools and at the London offices: 197 Long Lane, London, SE1 4PD
<b>Grade:</b>	Grade C, Level 2, Scale points 5 to 8 [£36,724 to £40,755]
<b>Salary:</b>	Starting at £36,724 plus London weighting of £3285 where applicable
<b>Contract type:</b>	Fixed term until 31 <sup>st</sup> August 2026
<b>Hours:</b>	35 hours (full time) Reduced to 32 hours on the same pay (to March '25) as part of our 32-hour week trial
<b>Department:</b>	England Programmes
<b>Reports to:</b>	Programme Manager (BAM)
<b>Responsible for:</b>	Managing relationships with school personnel, parents, and students at assigned BAM site
<b>Budget responsibility:</b>	BAM activities budget

## Job purpose

Becoming A Man (BAM) is a two-year school-based counselling and mentoring programme that guides young men as they learn, practice, and internalize social-emotional skills, make responsible decisions for their future, and become positive members of their school and community. BAM was first developed in Chicago by Youth Guidance in 2001 and has been validated by two randomised control trials, having shown long-term positive outcomes for young people. Since 2020, BAM has been delivered in three secondary schools in Lambeth by the Mental Health Foundation (MHF).

MHF is seeking new Counsellors to join the team in rolling out the programme across schools in Islington. Strong interpersonal skills, ability to work in partnership with teachers and school staff, and a background in youth engagement will be required.



# JOB DESCRIPTION

BAM is an innovative programme integrating clinical theory and practice, men's work, and youth development and engagement techniques. It is focused on dropout and violence prevention for male students who live in under-resourced communities. BAM offers students in-school programming to develop their social cognitive skills, which are strongly correlated with reductions in harmful (whether to oneself or someone else) behaviour. Each BAM session, facilitated by a trained BAM counsellor, is built around a lesson plan designed to develop specific skills through check-ins, stories, role-plays, and group exercises. BAM students learn and practice impulse control, emotional regulation, recognition of social cues and interpretation of the behaviours and intentions of others. Through goal-setting and regular accountability check-ins, the BAM program raises aspirations for the future and develops a sense of personal responsibility and integrity.

Using the evidence-based BAM 30 lesson curricula that extends over a two-year period, BAM Counsellors facilitate "BAM Circles" that engage young men in learning, practicing and internalizing the program's six core values: integrity, self-determination, accountability, respect for womanhood, positive anger expression and visionary goal-setting. Highly engaging sessions provide youth with social-cognitive skill training that follows the principles of cognitive behavioural therapy (CBT). The BAM curriculum is designed to develop specific social-cognitive skills such as generating new solutions to problems, learning new ways of behaving, considering another's perspective, thinking ahead, and evaluating consequences ahead of time.

BAM Counsellors are responsible for guiding young men to learn, internalise, and practice social skills, make responsible decisions for their future, and become positive members of their school and community. Essential duties and responsibilities will include:

- leading and facilitating four to five weekly BAM groups during the school-day, utilizing youth engagement, clinical counselling, Men's Work, and Rites of Passage skills;
- providing individualised supports to all BAM participants, and provide individual, family and crisis counselling sessions to students on an as needed basis;
- in collaboration with the Project Manager, managing an annual program budget to plan and execute field trips and special events for students throughout school year and summer;
- participating in monthly staff development trainings and team meetings on the evidence-based BAM curriculum and other topics relevant to working with youth;
- collaborating with school administration, teachers, and other Mental Health Foundation programmes to provide and participate in professional development sessions.

## **Strategic**

- To facilitate collaborative working relationships with a range of individuals, working in partnership with school-site colleagues and colleagues from Islington Council to support the Foundation's commitment to

co-production and to ensuring that programme development is informed by the views and experiences of people with lived experience

- To leverage the learning, ethos, and strategic framework of BAM in support of MHF's wider strategy and operational plan
- To initiate and develop external relationships and to promote the Foundation's messages with key influential stakeholders in their area of work

#### **Operational**

- To deliver the agreed outcomes in BAM's operational plan
- To ensure excellent delivery of all BAM programme activities, keeping to the fidelity of the programme model, within the designated school site

#### **Communication/Liaison**

- To ensure colleagues and senior managers are kept up to date with progress and developments including sharing best practice and learning across schools
- To act as a positive ambassador for the Foundation in all opportunities, including through presentations, teaching, media engagements and partnerships
- To help effectively communicate the results of work to external and internal audiences, ensuring that these have impact
- To manage MHF's reputational risk in delivering in a high-profile area of work – youth violence, race and cultural diversity, social deprivation, mental health.
- Where disclosures are made, or safeguarding incidents occur; to communicate concisely with relevant internal and external entities to ensure the situation is dealt with appropriately and efficiently mitigating risk the child and MHF

#### **General**

- To promote and support the achievement of the Foundation's mission, goals and values.
- To support the strategic aim of finding solutions – establishing and expanding evidence-based targeted programmes for those most at risk.
- To act as a positive ambassador for the Foundation in all opportunities.
- To maintain a high standard of honesty and integrity in all aspects of the role maintaining good relationships with colleagues and external partners and to act in accordance with the Foundation's staff code of conduct.
- To uphold and promote the Foundation's commitment to equality, diversity and inclusion, and the value of lived experience.
- Share our commitment to safeguarding and promoting the wellbeing of our beneficiaries, staff, volunteers, and anyone else who comes into contact with our services
- To engage in learning and development activities appropriate to the role.
- To have due regard to health and safety issues.
- To undertake any other duties as may reasonably be required.

**This job description is not contractual and is liable to change over time.**



# PERSON SPECIFICATION

	Essential	Desirable
Knowledge and qualifications	<ul style="list-style-type: none"><li>• Demonstrable knowledge of the determinants of good mental health and the risk factors of poor mental health throughout the lifespan with a focus on families, children, and young people</li><li>• Evidenced knowledge of youth engagement through working in education, human service, youth development, or social services</li></ul>	<ul style="list-style-type: none"><li>• Educated to postgraduate degree level in a relevant field, such as mental health, youth work, education, etc</li><li>• Knowledge of health and social care services, public health, and local government bodies</li><li>• Knowledge of evidence-based methodology and practice, especially as it relates to young people's mental health</li></ul>
Skills and abilities	<ul style="list-style-type: none"><li>• Proven ability to commit to continuous improvement of service quality and the organisation's mission</li><li>• Demonstrable ability to utilise monitoring and evaluation practices (data entry, supporting external evaluation efforts, reviewing progress, and supporting the analysis of data to yield meaningful insights, etc)</li><li>• Effective communication and interpersonal skills, particularly with regards to cultural sensitivity and respect for differences</li><li>• Proficient in the use of Microsoft Office (Outlook, Word, Excel, PowerPoint)</li></ul>	<ul style="list-style-type: none"><li>• Strong planning and organisational skills including project planning, prioritisation, and time management</li><li>• Strong intellectual and critical analysis skills</li><li>• Demonstrable relationship development and management skills with a wide range of stakeholders</li></ul>

<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Personal lived experience of the issues encountered by the young people participating in <a href="#">BAM</a>, and of using this to inform professional practice (or considerable experience and credibility in this field)</li> <li>• Proven experience in youth engagement through working in education, human service, youth development, or social services</li> <li>• Demonstrable experience providing individualised pastoral or emotional support to young people and/or their families</li> <li>• Evidenced experience working with groups of young people in a therapeutic capacity</li> <li>• <b>The Occupational Requirement for this role states that all applicants must identify as male</b></li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable experience utilising tools for emotional or academic needs assessments</li> </ul>
<p><b>MHF requirements</b></p>	<ul style="list-style-type: none"> <li>• <b>Please note that for safeguarding purposes, all our roles require an enhanced DBS check.</b></li> <li>• A commitment to working in accordance with the Foundation’s values and essential principles as laid out in the Foundation’s strategy.</li> <li>• Committed to equality, diversity, and inclusivity, as well as the Foundation’s aims.</li> <li>• Self-sufficient in the use of information and communications technology.</li> <li>• Ability to self-manage a full and varied workload.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>



## **Competencies for working at the Mental Health Foundation**

*We expect all employees to be able to use these competences to a high level in their roles.*

*During the recruitment process, at interview stage, we look for evidence of all these competencies.*

- Expertise, knowledge and analysis
- Communication, influencing and promotion
- Relationships and partnership working
- Service focused
- Business aware
- Strategic thinking and decision making
- Leadership
- Adaptability and personal responsibility
- Innovative and creative
- Committed to personal development