



**Porchlight**

Changing attitudes - Changing lives

## Job Description

Job title:	Mental Health Together Navigator
Project/Base:	East Kent or Dartford, Gravesham & Swanley
Reports to:	Service Manager
Hours:	Full time and part time positions available
Contract:	Permanent
Salary:	Grade D

### Purpose

Porchlight is one of the strategic partners for the newly established Kent & Medway service, *Mental Health Together (MHT)*; this is the transformed multi-agency offer, which brings all the services and agencies that support people with varying mental health needs much closer together. This ensures that people get the right care, without having to navigate service boundaries and without repeatedly telling their story. The MHT Navigator is one of several new roles which is part of a new joined-up model of care which bridges the gap that currently exists between primary (i.e. GPs) and community mental health (i.e. KMPT). It will support people with complex mental health needs by:

- Providing someone with support in a person-centred, holistic way
- Delivering needs-led and personalised trauma-informed care.
- Removing barriers to access, and thresholds across services working together
- Involving those using services and carers as equal partners in their support
- Building in involvement and co-production at all levels of service design delivery

### What we need

You will be one of the first people that those using *Mental Health Together* will meet, so you will have a strong commitment to ensuring that this first experience is positive, being a strong communicator as well as showing compassion.

As part of one team of professionals from across different organisations that make up *Mental Health Together*, you will value partnership and collaboration, recognising the different skills and understanding that each person brings to the team.

This role is perfect for individuals with significant experience of working within a community mental health and or wellbeing setting, working with individuals with complex mental health needs to help them achieve their goals. As well as understanding how mental health systems work, you will have good insight into local services and support, and how social factors can affect mental health.

## **Main Duties & Responsibilities**

1. Work with individuals at their initial meeting of Mental Health Together to understand their needs using Dialog and Dialog+, a person-centred assessment and outcome measurement tool
2. Develop an initial personalised support plan with those with complex mental health needs accessing support about next steps in meeting their needs and aspirations
3. Bring expertise related to the 'whole life room' aspect of the person's needs, thinking about the social factors that might be affecting those with complex mental health needs, and which services could help and support
3. From locality hubs, work collaboratively as part of the Mental Health Together team, agreeing which services and/or interventions will best support individuals after their initial meeting assessment
4. Deliver initial interventions (a one-to-one CBT based psychological intervention) for new individuals accessing the service, with training provided by clinicians
5. Effectively manage a caseload, with good awareness and understanding of when to collaborate within the Mental Health Together team where more specialist support is needed
6. Identify, assess, and effectively manage risk and safeguarding issues, escalating as appropriate within the team
7. Work independently in the community, proactively building up a network of professional relationships, and knowledge of community assets to support individuals in their achievement of their goals within their support plan
8. Maintain timely, accurate and up to date records on client record systems across Mental Health Together

*This job description is a summary of the main responsibilities of the post and duties may change and vary from time to time. Employees will be consulted on any major changes to the job description.*

# Person Specification

We want the post-holder to be able to demonstrate the following competencies to a high level and want to use these to the full in their work. This is more important than having a great deal of direct experience of the job content, and we will be looking for evidence of all the following key competencies during the selection process, if you are shortlisted.

<ul style="list-style-type: none"><li>• People focused</li><li>• Positive and enthusiastic</li><li>• Communication and influence</li><li>• Teamwork</li></ul>	<ul style="list-style-type: none"><li>• Quality focused</li><li>• Adaptable</li><li>• Problem solving</li><li>• Creativity and innovation</li></ul>
---	---

Although we are keeping direct experience/knowledge requirements to a minimum, we do need you to use the application form to demonstrate your capabilities in relation to each of the criteria listed below (addressing each point in order). Where relevant use your answers to illustrate how your competences have helped you achieve positive results. This will give you the best possible chance of being shortlisted.

## QUALIFICATIONS

### Essential

1. Minimum level 3 qualification in either mental health, housing, welfare advice, social work, health care
2. To have a full driving license and the use of a vehicle, subject to the provisions of the Disability Discrimination Act 1995

### Desirable

3. Relevant additional training in the health and social care field including safeguarding, and quality practice developments.

## EXPERIENCE

### Essential

4. Minimum of two years' experience delivering mental health and wellbeing interventions in a case management approach.
5. Experience of working with primary or secondary health/social care services
6. Experience of facilitating and supporting clients with complex and/or multiple barriers in getting the support they need.

## SKILLS & ABILITIES

### Essential

7. Knowledge and understanding of complex mental health needs.
8. Ability to facilitate, engage, motivate, and support individuals.
9. Ability to support & empower individuals to form their own decisions.
10. A motivational, flexible, and problem-solving approach.
11. Ability to work on own initiative, as well as in consultation and negotiation with managers and other stakeholders as required.
12. Excellent interpersonal and communication skills
13. Flexibility to cope with the varying demands of the role, balancing face-to-face work with the need for accurate recording of support notes, and activity.

**Desirable**

14. Confident in speaking in multi-disciplinary meetings & giving feedback to colleagues & local service providers.

**KNOWLEDGE & UNDERSTANDING****Essential**

15. Be able to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults.

**PERSONAL QUALITIES****Essential**

16. Embraces change and drives continuous improvement.
17. Demonstrates a passion to further the charitable aims of the organisation and acts with integrity.
18. Provides a high standard of service and professionalism to those supported and worked with
19. Have an understanding of and be able to demonstrate a commitment to Equal Opportunities and Diversity.
20. Any other requirements to ensure effective delivery of the service, within reasonable expectations.