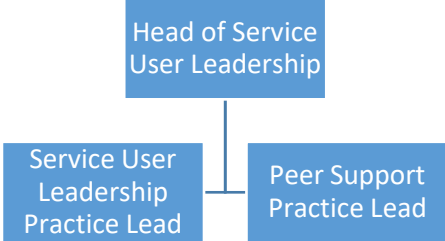


## Job Description and Person Specification

<b>Job Title:</b> Peer Support Practice Lead
<b>Directorate:</b> Central Support Services
<b>Reporting Line:</b> Head of Service User Leadership
<b>Structure Chart:</b>  <pre> graph TD     A[Head of Service User Leadership] --&gt; B[Service User Leadership Practice Lead]     A --&gt; C[Peer Support Practice Lead] </pre>
<b>Contract Type:</b> Permanent
<b>Date of Issue:</b> 22 <sup>nd</sup> January 2024
<b>Job Purpose:</b> <ul style="list-style-type: none"> <li>To provide specialist advice, guidance and training to the Together workforce that will support best practice and directly impact the implementation and delivery of Together's peer support model and principles, in line with our service user leadership strategy</li> <li>To promote good practice in service user led peer support in Together</li> </ul>

<b>Functional Responsibilities</b> <ul style="list-style-type: none"> <li>Working closely alongside the Head of Service User Leadership, support the identification, development and delivery of projects or initiatives that positively impact the implementation of peer support within operational services, in line with Together's service user leadership strategy</li> <li>Develop effective working relationships with operational staff, volunteers and those using Together services to enable the development of a local peer support strategy and implementation plan, as required</li> <li>Provide specialist advice, guidance and mentoring to operational leads and those in peer roles, to ensure fidelity to Together's peer support model and principles, best practice and the achievement of our service user leadership objectives</li> <li>Draw on your knowledge, skills and expertise in peer support and take the initiative to independently shape recommendations that will positively impact the development and implementation of service user led peer support practice in local services</li> <li>Support Peer Support Co-ordinators, Service Managers, and operational leads across the organisation with the development, recruitment, and induction processes for new peer support roles</li> <li>Involve and support those with lived experience of mental distress to lead on the development of peer support</li> <li>Deliver and lead on the development of peer support training courses for staff and those in peer roles, liaising with Together's Learning and Development team and staff from local services as required</li> <li>Maintain and develop peer support resources and ensure they are accessible</li> <li>Support with the development of robust mechanisms that enable Together to measure the impact and success of peer support interventions and support both central support and operations to evidence progress</li> </ul>
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- Promote peer support to external stakeholders and represent the organisation at relevant internal and external events where required
- Participate in regular supervision sessions and team meetings
- To support members of the Service User Leadership Team to implement best practice around service user leadership and provide additional support and guidance related to service user leadership when requested

**Key Leadership Behaviours**

- Models the highest levels of the Together Values commitment and its associated behaviours, to provide a clear example for all colleagues
- Ensures that Service User Leadership is at the heart of everything we do
- A deep and meaningful understanding of Together’s values and ethos and how these are developed in the workforce and through our service

**Knowledge, Skills & Experience**

**Essential:**

1. Direct personal experience mental distress and/or of using mental health services, past or present, and ability to draw on this within a role
2. An understanding of the wide range of issues faced by people with mental health needs and the importance of service user leadership
3. In depth knowledge and understanding of peer support in mental health settings, and an understanding of Together’s approach to peer support
4. An understanding of how to implement peer support across a diverse range of mental health services
5. Experience of developing and delivering training to a wide range of audiences
6. Excellent communication skills, including the ability to write reports, deliver presentations, facilitate meetings
7. An ability to communicate and engage with a wide and diverse range of service users, volunteers and staff members
8. Good project management and time management skills, with the ability to think and work creatively, taking a positive approach to problem solving
9. Experience of providing support, guidance and mentoring
10. A proven track record of developing and managing successful projects, including data analysis, monitoring and evaluation
11. A willingness and capacity to travel as the job requires

**Desirable:**

1. Experience of working within a voluntary sector organisation
2. Experience of managing a service user led project
3. Experience of working with volunteers