

## Welcome to the McPin Foundation

Thank you for your interest in our organisation and this **Young People's Senior Peer Research Coordinator - Haringey** position.

### About us

The McPin Foundation exists to transform mental health research by placing people affected by mental health problems at its centre.

#### *Our Mission*

Our mission is to improve everyone's mental health through research informed and directed by expertise generated through lived experience. We want the value of lived experience of mental health issues to be upheld and embraced, which is why we put it at the heart of all our work.

#### *Our Goals*

To be a mental health research pioneer  
To achieve change through influencing and research impact  
To help people we are connected with to develop and flourish  
To challenge inequality and injustice in society

#### *Our Core Values*

We **oppose oppression**. We stand against discrimination, abuse, inequality and violence in all its forms. We strive to equalise power imbalances in research and make McPin an inclusive organisation.

We are **compassionate**. We care about the work we do and the wellbeing of everyone connected to us. We approach our work with careful intentions and kindness. We support our colleagues and partners to deliver impactful work.

We are **collaborative**. We approach everything we do by centring lived experience and collective working to deliver meaningful research that improves lives. We listen to each other and value the expertise each person and organisation brings to our project or partnership.

We are **courageous**. We are guided by our beliefs to act confidently and boldly – sometimes making difficult decisions. We encourage everyone working with us to be pioneers, following the best and most meaningful approaches while striving to be innovative and creative.

The post holder will join a busy team at the McPin Foundation consisting of four sub-teams, all based in our offices in London, although we operate a hybrid working practice with all staff working from home some of the time. We also have a wider network of freelance and contracted advisors and researchers who work with us on specific projects around the country.

You can find out more about us at [www.mcpin.org](http://www.mcpin.org).

<b>Job Description</b>	
<b>Job Title:</b> Young People’s Senior Peer Research Coordinator – Haringey	<b>Prepared by:</b> Tanya Mackay
<b>Location:</b> Tottenham Town Hall, Town Hall Approach Road, Tottenham <b>and</b> McPin new head office (from 3 <sup>rd</sup> July 2024) The Green House, 244-254 Cambridge Heath Road, London, E2 9DA	<b>Closing Date:</b> 18 <sup>th</sup> June 2024, 9 am  <b>Interview Date:</b> w/c 24 <sup>th</sup> June 2024
<b>Terms and conditions:</b> Hours: 37.5 hours per week - post will require some working after school hours (4-8pm), on weekends and during school holidays. <b>The post holder will need to be at Tottenham Town Hall on Wednesdays and Fridays 4-7pm.</b>  Salary: £36,512 per annum  Holidays FTE: 25 days plus 8 public holidays and 3 additional days at Christmas Employment status: 18 months fixed term contract Probationary period: 6 months Notice period: 8 weeks  The post holder will be required to have enhanced DBS check.	
<b>About the job</b>  The post holder will join a busy research and involvement team at the McPin Foundation. We conduct and support a range of research and evaluation projects, support other people to use expertise from experience in research, and provide support, training and consultancy to the wider mental health sector. Much of our work is conducted in partnership with universities, charities, public sector organisations and NHS and social care professionals. In this role you will be working closely with the Peace Alliance, a charity based in Haringey, and local schools to deliver the Peer Action Collective project. You will also lead on young people’s involvement across other studies at McPin.  The Peer Action Collective is the largest youth-led, research centred social action project tackling youth violence in the country. The post holder will deliver the Peer Action Collective project funded by the Youth Endowment Fund alongside staff based at the Peace Alliance. The programme consists of two key components that feed into each other, as outlined below:  <b>Peer Research:</b> Gaining in-depth, contextualised insights into the lives of young people at risk of being drawn into violence.  <b>Social Action:</b> Achieving youth-led change by allowing young people to connect and raise their concerns and views with the wider community and policy makers and directly influence decisions that affect their lives  This role will involve project management, working with young people who have experience of youth violence in the community, as well as delivery of research training and research project support. The project runs for another 18 months (possibly longer if extension funding is awarded) and will involve supporting 12 young peer researchers/social actions leads and involving over 200 young changemakers from schools in Haringey. Most of this role will be undertaken in Haringey and will involve working flexible hours that reflect the needs of the young people in the project. <b>The post holder will need at times to be able to work after school hours during the week (4-8pm), on weekends and during school holidays. This will include core hours at Tottenham Town Hall on Wednesdays and Fridays 4-7pm.</b>  We use the term ‘peer research’ to describe a method that requires people to have both a background in research and also personal experience of the research topic. For this project this would be mental health or	

youth violence. For more information about our approach to this, please visit our [website](#).

This post will be based at both Tottenham Town Hall, Town Hall Approach Road, Tottenham and our head office – The Green House, 244-254 Cambridge Heath Road, London, E2 9DA. Travel to other locations around the UK will also be required. There will be some overnight stays as the project includes residential training courses.

### **Work with us**

This post would ideally suit someone with excellent **youth community engagement skills** and **project management** experience. The post holder will also need to have **knowledge and experience of research** and supporting research delivery and confidence in providing research training.

Our team is committed to transforming mental health research through collaboration, inclusion and a belief in equity and anti-oppressive behaviour. **We strongly encourage applications from Black people, People of Colour, people who are LGBTQIA+, those with a disability and those who identify themselves in marginalised groups, as well as people with lived experience of mental health issues and/or youth violence.**

We offer benefits including a competitive salary, hybrid/flexible working, a NEST Pension scheme with 6% employer contribution, wellbeing support and mentoring scheme, an individual training budget and access to an Employee Assistance Programme.

### **Key Responsibilities**

- Coordinate delivery of peer research and social action projects jointly with staff at the Peace Alliance – this includes co-ordinating work with local stakeholders, our 12 young peer researchers team and The Young Foundation / project funders
- Work to support young peoples' involvement across a range of research studies within McPin.
- Train young people in peer research methods and support their development to deliver community research from design to dissemination
  1. Support data collection, which may include qualitative interviews, focus groups, surveys, and consultations
  2. Contributing to qualitative and quantitative analysis
  3. Write and publish for peer review journals, funder reports and McPin published reports
- Support and work alongside others who use expertise from experience of mental health issues or youth violence in their work, both internally and externally
- Communicate and collaborate with charity and other partners as well as commissioners.
- Work within relevant research ethics and governance frameworks
- Contribute to a critical learning environment within the team, sharing your skills with colleagues as required and developing new ways of working
- Represent the McPin Foundation and speak at events, seminars and meetings promoting the aims and work of the organisation in line with McPin Foundation mission, vision and values.
- Engage effectively with a range of communication tools, including social media, blogs, and our website
- Work within McPin's principles, policies and procedures at all times.

The key responsibilities above give a broad outline of the functions of the post. However, these must be approached in a flexible manner. The post holder will be expected to adapt to changing circumstances and undertake other duties appropriate to the grade of post as allocated by your Line Manager. The outline of responsibilities may change from time to time.

## **Competencies**

A post holder who is meeting the requirements of this role will demonstrate the following competencies in their work:



### **Quality**

You work to SMART\* goals and clearly defined quality standards, you encourage others to do the same and explain why these things matter. You prioritise and organise your own work and project work effectively. You take responsibility and evaluate the quality of your own work and identify any concerns about quality with managers to manage risks in projects. You offer constructive feedback to colleagues. You suggest way in which policies, procedures and quality standards can be improved.

\*SMART goal is defined as one that is specific, measurable, achievable, results-focused, and time- bound



### **Involving**

You improve the impact of our work through the inclusion of expertise from experience, including mental health experiences, and will draw on your own lived experience if appropriate. You seek out opportunities to involve a variety of stakeholders in our work, mindful of our commitment to diversity. You work with others to improve the experience of people who support our project work and those who take part.



### **Inclusivity**

You take into account all opinions and perspectives to improve your work. You treat others with respect even when they express views that differ to your own. You challenge bias, prejudice and intolerance and bring it to the attention of a manager. You are conscious of the impact of your own behaviours on others. You are open to giving and receiving constructive feedback and thanking colleagues for their contributions. You act in accordance with our equality and diversity policy.



### **Collaboration**

You collaborate with others to deliver our mission. You offer suggestions and ideas that benefit the team and improve team working. You ensure that your own behaviours towards others contribute to the creation of a climate of trust. You support everyone to work together to achieve McPin's mission. You recognise and resolve tensions and disagreements with colleagues, you seek a positive solution and when appropriate take advice from your manager. You look for development and learning opportunities to support becoming a more effective team member.



### **Caring**

You care for the wellbeing of everyone connected with us. You take responsibility for noticing and supporting workplace wellbeing for those who engaged in project work. You seek positive solutions when concerned about the wellbeing of others, or bring to the attention of the appropriate manager when appropriate.



### **Leading**

You lead projects with some support and can demonstrate effective leadership behaviours consistent with the values of McPin. You devise new ways of working, as needed, which you then put into practice within your project teams. You are able to lead project teams within McPin and to assume a leadership role in projects that may involve external staff or stakeholders. This involves taking responsibility for strategic decisions within projects with support from other members of McPin staff.

**Person Specification**

**E = Essential**

**D = Desirable**

**Knowledge**

- Good understanding of mental health and the impact of mental health on people's lives, and the systems and services operating to support young people (E)
- Good understanding of youth violence, the impact of youth violence on people's lives, and the systems in place to tackle youth crime in London (E)
- Good understanding of community involvement principles (E) including in research (D)
- Good understanding of youth engagement, including safeguarding (E)
- Good understanding of public and patient involvement (PPI)/or public engagement in research (E)
- Good understanding of qualitative and quantitative research methodologies, including statistical techniques used in social research (E)
- Good understanding of research governance principles and be able to operate safely and ethically within required procedures (E)
- Good understanding of intersectionality and a commitment to inclusivity and equity (E)

**Skills**

- Strong project management skills – administration, planning and delivery keeping to task and tracking progress against milestones.
- Confident working in teams with excellent inter-personal skills showing excellent team membership qualities (E) including an ability to help others succeed in their work, inclusive of colleagues, external partners and LEAP/YPAG members (E)
- Able to work independently and seek support as needed.
- Able to sensitively support and recognise need for support in others, taking into account principles of equity, diversity and inclusivity (E)
- Adept communicator – both oral and written - using well developed skills including presentation abilities and writing for a variety of audiences, including academics, third sector organisations, policymakers, professionals and the public (E)
- Highly organised and efficient, with the ability to manage competing priorities and work to deadlines (E)
- Personal experience of mental health issues or youth violence and ability to draw on 'expertise from experience' in role (D).

**Experience**

- Experience of managing projects with multiple partners using strong project co-ordination planning tools and strategies (E)
- Experience of working with people with mental health issues or experiences of youth violence, and families / carers, preferably in a research setting (E)
- Experience of working with a research team in any area of health delivering PPI/or public engagement relevant work (E)
- Experience of applying research methods to a high standard, and working in a community-based research role (E), working in a research environment (D)
- Experience of conducting interviews on sensitive topics (E)
- Experience of analysing and writing up research (E)
- Experience of building constructive working relationships with others, including senior managers, academics and other researchers (E)
- Experience of providing supervision or management support to a team (D)

**Qualifications**

- Appropriate level of education and qualifications in order to demonstrate clear ability in skills, knowledge and competency for this post (E).