

Job Description

Wellbeing Key Worker, Wellbeing Works Service Falkirk Outreach Services

This is a new post.

For over 50 years, Cyrenians has tackled the causes and consequences of homelessness.

We understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based. We meet people where they are and support them towards where they want to be.

Our mission: To tackle the causes and consequences of homelessness through learning from lived experience; by delivering targeted services which focus on prevention, early intervention and support into a home; and by influencing changes in legislation and policy.

Compassion | Respect | Integrity | Innovation

[Read more about us and our values](#)

1 Overview

About the service

The Wellbeing Works service is a new mental health support provision within our Falkirk outreach services.

The aim is to provide a service to individuals who have been identified with mild to moderate mental health issues which have impacted their progression towards employment. We will do pre-employability support with participants to empower them to be able to fully engage with the Local Employability Partnership (LEP) services in Falkirk that refer them to us. This includes but is not limited to condition management and self-help coping techniques.

About the role

Support will be provided using a person centred and relationship-based approach to:

- Provide one-to-one coaching tailored to the participant's needs.
- Improve participants confidence, motivation, resilience and coping mechanisms; and increase self-awareness.
- Provide participants with strategies to improve mood and anxiety.
- Support participants to gain tangible life skills.
- Reduce social isolation.

Cyrenians requires all staff to be flexible in their approach and to display care, respect and a non-judgmental approach to clients; being prepared to work tenaciously and imaginatively towards successful outcomes.

2 Tasks and Responsibilities

Provide one-to-one coaching and support

- Undertake proactive outreach to potential participants that are referred to the service (would otherwise not engage in services)
 - We anticipate a minimum of 10 weeks of one-to-one support with each participant.
 - The aim is to work with around 150 people within the first 18 months of the service
- Create an action plan with each participant to identify their needs and appropriate support; meeting with them regularly to review/discuss their progress.

Provide strategies to improve mental health and reduce isolation

- Facilitate mental health group work sessions and mini-intervention workshops (groups of around 6 people).
 - For example: overcoming interview anxiety, critical thinking, problem solving, time management, and achievable goal setting
- Support participants to improve their communication, confidence, motivation and resilience; and teach them about coping mechanisms and self-awareness.
- Work with the SQA Assessor to identify suitable participants for the SVQ Mental Health Award.

Monitoring, Evaluation and Reporting

- Use assessment and monitoring tools (including Diagnostic Assessment Tool, Outcome Star) to capture progress against action plans and record outcomes
- Gather and analyze data on the uptake and impact of the service
- Provide regular reports to funders, other stakeholders and for Cyrenians
- Ensure that those using our services can feedback about their experiences and make suggestions.

Partnerships and relationships

- Work closely with the Employability Training Unit (ETU) Falkirk to ensure the best possible pathway for people coming into and out of our services
- Work closely with LEP employability services including SDS Careers, ETU and Further or Higher Education providers
- Establish relationships with other organizations that will add value
- Identify and engage with key agencies and communities to reach those who most need support

Other

- Participate in service team/planning meetings and reviews
- Maintain individual work plan which is consistent with the overall service plan
- Participate in annual performance review and supervision sessions
- Undertake training appropriate to the project's needs.
- Undertake other reasonable tasks as required by the Service Manager.

3 Person Specification

Knowledge and Experience	
Experience of working with people with mental health conditions	Essential
Excellent interpersonal communication and listening skills	Essential
Ability to establish strong partnerships and to work collaboratively with other services	Essential
Excellent IT and written communication skills	Essential
Experience of delivering services to break down barriers to employment	Essential
Experience of delivering training and group work	Essential
Experience of trauma informed practice	Essential
Qualifications	
SVQ Assessor/Verifier Award	Desirable
Values and attributes	
Passionate about helping those who experience disadvantage	Essential
Able to work well within a team	Essential
Committed to reducing the stigma faced by people who have mental health conditions.	Essential

4 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Outreach Manager
<u>Workplace:</u>	Arnotdale House, Falkirk (with outreach work in Falkirk)
<u>Working Hours:</u>	37 hours per week (full time)
<u>Annual Leave</u>	25 days plus 10 public holidays pro rata
<u>Salary:</u>	£25,101 to £27,907 per annum pro rata (scale points 20 to 24)
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%)
<u>Disclosure:</u>	PVG membership for adults and children required

5 Application Deadline and Interview Dates

Closing date: Recruitment for this role opened on 25/10/2024. There is no set closing date. We will review applications as they are received and arrange to meet with candidates that we wish to take forward. We aim to respond to applicants within 5-7 days from receipt. This vacancy will be closed once we have appointed.

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.