

**Pathfinder – Mental Health Worker  – Job Description, Person Specification & Competencies**

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| **Name of Employee**  |   |
| **Date of Issue**  |  |
| **Department/Location**  | Pathfinder Mental Health Services |
| **Reporting Line**  |  |
| **Grade / Hrs / Duration**  | G2 – 18.5 or 37.5 hours – 6 month FTC |
| **DBS – Level Required**  | Enhanced |
| **Location/s**  |  |
| **Competency level**  |   |
| **Job Summary**  |
| WSX Mind runs a range of Recovery services for adults with mental health problems in West Sussex, in Worthing, Littlehampton, Shoreham, Chanctonbury & Midhurst. Within this, we offer a variety of interventions and services that support people with complex mental health problems in their recovery. This ranges from one-to-one support and group work, to outreach into the community and community engagement to provide a range of groups and activities to support people to manage their own mental health needs.   The role of the Mental Health Worker is:  * To enable and facilitate service users and carers’ needs being met effectively, by responding to referrals, assessing needs and working in partnership with service users and carers to develop and monitor personal support plans.
* To design, deliver and provide support to individuals and groups which contribute towards the achievement of service users’ and carers’ goals.
* To contribute to the safe and effective running of services.
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| **Scope & Accountabilities**  |
| * This role has no line reports/supervisory responsibilities and works with service users under the guidance of the Mental Health Service Coordinator, under the general management of Mental Health Service Deputy, or Service Manager. Guidance to Mental Health Service Peer Support Workers and supervision of volunteers including peer mentors may be required but there is no formal line management of staff. In addition, the Mental Health worker may be required to take responsibility for leading a group or activity when a manager or co-ordinator is not on-site.
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| **Key Tasks**   |
|  1. To provide face to face and telephone advice and information related to mental health needs and local services which can offer support to the public including people with mental health needs and their carers.
2. To support service users to identify their needs and goals and facilitate the development of personal support and recovery plans with service users.
3. Based on personal support plans, work in partnership to achieve recovery focussed goals; drawing on individual strengths and using a range of internal and external resources.
4. To develop, facilitate and review group work, self-development courses or training sessions for service users and use a range of assessment and recovery tools alongside clients in developing recovery support plans.
5. To provide support to individual service users, providing one-to-one sessions using appropriate theories, methods and skills in order to promote individual clients’ ability to better manage their problems and difficulties.
6. To liaise with service users, carers, family and relevant professionals, ensuring they have full information about the project’s purpose, activities and outcomes.
7. To work with mental health services care co-ordinators to develop self-directed support plans and to oversee their delivery for individuals including the provision of personal care and support to individuals in the community where required.
8. To promote peer mentoring both to prospective peer mentors and peer mentees and provide supervisory support to peer mentors who are providing mentoring to service users.
9. Assist and complete administrative tasks relating to the Project.
10. To be aware of responsibilities and take appropriate action as per West Sussex Mind’s policies around safeguarding adults and protecting children.
11. To undertake any other tasks and duties as required as requested by the Team Leader and/or other managers and to meet the requirements of the Project including taking responsibility for leading a group or activity when a manager or co-ordinator is not on site.
12. To be aware of Health & Safety regulations, particularly related to work surroundings.
13. Adhere to the Policies and Procedures of West Sussex Mind.

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**Person Specification** - The specific skills, knowledge and abilities required of an individual to be able to effectively perform the role.

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| **Essential Experience/Qualifications**  |
| * Some evidence of previous training or learning (formal or informal) which relates to supporting adults who have mental health needs is essential for this role along with good literacy, IT and verbal communication skills.
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| **Preferred Experience/Qualifications**  |
|  * Any formal qualifications or training in relation to mental health, counselling, communication is desirable for the role.

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| **Professional & Technical Knowledge, Skills and Abilities**  |
|   1. Knowledge regarding working with people with mental health needs.
2. Knowledge, proven skills and/or training in working with service users on a one-to-one basis using appropriate theories, methods and skills in order to promote individual service users’ ability to better manage their problems and difficulties.
3. Able to work with service users to construct good assessments of needs for services/personal development.
4. A knowledge and understanding of working in groups and group dynamics.
5. Knowledge of and a commitment to user led services and able to facilitate a recovery focus model.
6. Highly motivated and able to learn and understand new concepts and apply new methods, whilst taking responsibility for their own personal development. Willingness to seek advice appropriately, to accept supervision and training as required.

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I have read and understood the Job Description, Person Specification and Competencies/Indicators required for my role and agree to fulfil the requirements of this role.

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| **Signed: Staff member**  |   | **Date:**  |   |
| **Signed: Line Manager**  |   | **Date:**  |   |