



### Youth Mental Health Worker – Job Description, Person Specification

<b>Name of Employee</b>	
<b>Department</b>	Children, Young People and Families
<b>Reporting Line</b>	Youth Mental Health Manager
<b>Grade</b>	Grade 3
<b>DBS – Level Required</b>	Enhanced
<b>Location/s</b>	Some home-working may be possible, but as face to face work with service users is a requirement of the role, you will be required to work in range of locations and sites in Worthing, Adur, Arun or the Chichester District. Worker will have a main base/location but will be required to work in other team locations. Travel expenses paid for travel beyond specified service base/location.
<b>Job Summary</b>	
<p>West Sussex Mind (WS Mind) works within Pathfinder West Sussex which is an alliance of organisations working together to enable people with mental health support needs and their carers to improve their mental health and wellbeing. These services provide structured support helping individuals to identify what they need and what they want to achieve around their mental health and then supporting them to develop the confidence and skills to make this happen through individual and group support. The team uses a variety of channels and methods to engage, communicate with and support people: In person/face to face, by phone, by email, by text, through a video-call (for individual support) or video conference (for groups), through social media groups and by sign-posting service users to self-help resources on websites etc. Mental health support services work closely together to provide a seamless pathway of care and support to people who need help.</p> <p>Within this, we offer a <b>specific service for young people aged 16-25</b>. The role of the Youth Mental Health Worker is, by working in partnership with and outreaching into local youth services, to develop and deliver mental health support to young people with mental health problems:</p> <ul style="list-style-type: none"> <li>• To enable and facilitate young people’s 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.</li> <li>• To design, deliver and provide support to individuals and groups which contributes towards the achievement of service users’ and carers’ goals.</li> </ul>	
<b>Scope &amp; Accountabilities</b>	
This role may support and supervise volunteers and/or peer support workers. Role works under the under the supervision and guidance of the Youth Mental Health Manager or Head of Children, Young People and Family Services.	
<b>Key Tasks</b>	
<ol style="list-style-type: none"> <li>1. To develop and maintain strong partnerships and links with young people services in the local area including local colleges, sixth forms, CAMHS, YES, youth services, early intervention in psychosis services as well as any other appropriate services.</li> <li>2. To outreach into and provide mental health and well-being interventions with service users in youth settings including through <b>face to face, phone, email and video-call contact to</b> <ul style="list-style-type: none"> <li>• Supporting young service users to identify their needs and goals and facilitate the development of personal support and recovery plans</li> </ul> </li> </ol>	

- Working in partnership with young service users to achieve recovery focussed goals; drawing on individual strengths and using a range of internal and external resources including provision of advice, information and signposting where required
  - Providing 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
3. To develop, facilitate and review in person and video conference 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.
  4. To liaise with young service users, parents, carers and relevant professionals, ensuring they have full information about the project's purpose, activities and outcomes.
  5. To promote services offered to young people in local area to public and professionals and to develop and provide youth focused information and publicity in a range of ways including social media.
  6. To promote social activities, support and volunteering opportunities to young service users.
  7. To work constructively and in partnership with West Sussex Mind Help-point and adult Pathfinder support teams to provide a seamless pathway of care and support to young people who need help sharing information and intelligence about need and issues with these teams as required and to work professionally and creatively with WS Mind staff providing these opportunities.
  8. Support young service users to be actively involved in the running and delivering of services and support and develop peer mentors involved in co-facilitating groups or courses or leading peer support activities.
  9. To actively contribute to a team approach and work to tackle inequalities and ensure that the young service user group reflects the diversity of local community.
  10. To record all work accurately, effectively and in a timely way on databases.
  11. Assist and complete other administrative and hospitality tasks relating to the service including where required cleaning.
  12. To be aware of responsibilities and take appropriate action as per WS Mind's policies around safeguarding adults and children.
  13. To undertake any other tasks and duties as required as requested by senior staff and managers to meet the requirements of the service including taking responsibility for leading a group or activity when a manager or co-ordinator is not on site.
  14. Adhere to all policies and procedures of WS Mind.
  15. To contribute to creating a safer working environment for yourself, your colleagues and service users. To this effect, you should, as a minimum, follow safety rules, engage in safety training and report incidents or hazards.

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

**Essential Qualifications**

- Strong evidence of previous training or learning (formal or informal) which relates to children and young people's mental health is essential for this role along with excellent literacy, IT digital and verbal communication skills.

**Preferred Qualifications**

- Any formal qualifications or training in relation to mental health, counselling, communication is desirable for the role.
- Experience of teaching/training/group coaching / PTTLS or equivalent trained with teaching/training experience.

### Essential Professional & Technical Knowledge, Skills and Abilities

1. Knowledge, skills and abilities regarding working with young people with mental health needs.
2. Broad knowledge, experience and/or training in working with service users on a one-to-one basis and in groups using appropriate theories, methods and skills 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, proactively tackling inequalities and able to facilitate a recovery focus model.
6. Ability to travel to sites across West Sussex – independent means of transport preferred.
7. Ability to learn and use digital and social media applications to provide support.
8. Good written and verbal communication skills.
9. Experienced IT & digital user with excellent knowledge of Office 365.
10. Good level of personal effectiveness.
11. 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.

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.

<b>Signed:</b> <b>Staff member</b>		<b>Date:</b>	
<b>Signed:</b> <b>Line Manager</b>		<b>Date:</b>	