

Job Description

Peer Advisor

Job Details

Job Title: Peer Advisor
Hours: 37.5 hours per week
Salary: £23,000 - £24,102 (based on experience)
Location: London Borough of Bexley
Reports to: Bexley Hub Manager

Background

In response to NHS Long Term Plan priorities and building on established local partnerships and place-based system transformation, our vision in Bexley is to transform our model of mental health and wellbeing care and support over the next 3 years and beyond. We aim to provide accessible, responsive, and inclusive mental health support across the local area. This system-wide transformation will redesign how community mental health services are delivered and experienced, placing communities and individuals at the heart of what we do and how we do it.

The Community Mental Health and Wellbeing Hub will sit alongside and compliment those provided by primary and secondary care ensuring that by working together anybody who needs a service sees the right person at the right time, through a single point of entry. Together, we're making sure we're walking alongside people who need support every step of the way, making sure they are ok, making sure they're accessing relevant support and then thinking about their next steps. This delivers against the NHS's vision for mental health care and support through more local, community mental health services and how community services should offer whole-person, whole-population health approaches.

Job Purpose

What can you bring to the transformation?

If you are a proactive change-maker who enjoys big challenges and rewarding work, we can offer a collaborative, supportive working environment, and the opportunity to be at the heart of creating new systems of care and support which go beyond the job description.

The role of a Peer Advisor has been specifically designed to ensure experts by experience are center to the core offer within the Bexley Mental Health and Wellbeing Hub. You will use your knowledge of navigating care and support services to influence and shape services in the best interests of Bexley residents. Deploying an empathic, responsive and personable approach to inspire and motivate others.

Working alongside the team in the Wellbeing Hub and partners as part of the Multi-Disciplinary Team (MDT), you provide recovery orientated, solution focused, person centered, holistic care.

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Key Responsibilities

- Model/mentor a recovery process and demonstrate coping skills, using own experience of recovery to inspire hope
- To provide flexible support based on individual needs and preferences, enabling individuals to make informed decisions and choices (face to face, telephone, community venues)
- To arrange 121 mental health and wellbeing appointments
- To facilitate group work with a wide range of individuals with multiple needs
- To undertake mental health and wellbeing assessments using motivational interviewing and coaching techniques
- To support individuals to develop wellbeing plans using the Dialog Plus tool
- To work with service users in a recovery orientated, solution focused, person centered and holistic way
- To support individuals to improve their own physical and mental wellbeing
- To promote a person-centered service, building effective communication with all individuals, partnership organisations and others
- Work collaboratively and sensitively with individuals with a range of mental health needs to develop skills to manage their own health, in accordance with their personal recovery plan
- To effectively manage risk
- Be part of the experts by experience team to lead on service user voice within the service
- Develop inclusive and bespoke opportunities for service user engagement
- To carry out administration work, which could include but is not limited to report writing, screening referrals, completing triages and risk assessments
- To maintain and develop professional links with all external agencies, enabling effective signposting

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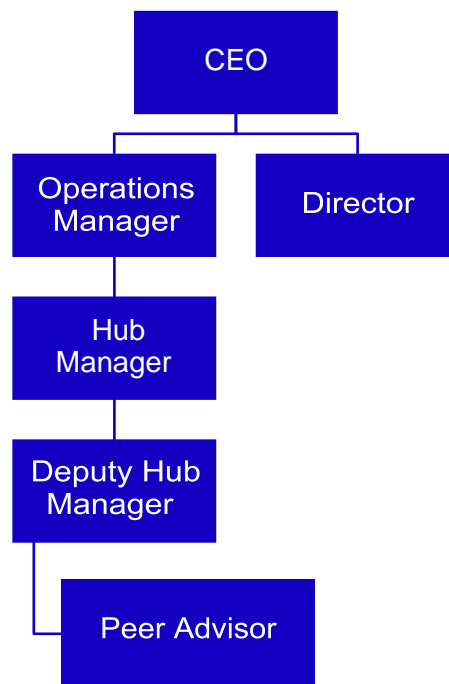
Person Specification

Our duty to quality means we need a workforce that have the mandatory skills, knowledge and attitudes, in which we can continuously adapt to improve service delivery to meet the challenges and changes faced.

Experience	Essential (E) or Desirable (D)
Relevant experience of providing support to individuals with mental health needs.	E
Personal experience of suffering poor mental health and navigating care and support services	E
Experience of working underrepresented communities	E
Experience of working in partnership with statutory and/or non statutory agencies	E
Skills and Abilities	
Excellent communication and interpersonal skills - listening, written and verbal.	E
An ability to manage conflicting priorities and one's own time with a minimum of supervision.	E
Good organisational skills and a team player.	E
Attitudes	
A personal and professional philosophy which aligns with the vision, mission and values of the organisation.	E
A positive, proactive approach.	E
An approach that is non-judgemental, non-discriminatory and empathetic.	E
Strong personal integrity	E
General	
An ability to travel to venues across London Borough of Bexley	E
Must have access to a vehicle as means of transport	D
Flexible approach to working evenings	D

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Organisational Chart*



Organisational Values

Mind in Bexley have a set of values, vision and mission all of which feeds into the organisation's behavioural framework.

Our Values:

Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

Our Vision:

Creating services where people are recognised, valued and supported.

Our Mission:

Provide advice and support to empower anyone experiencing a mental health problem.

We are seeking someone who will lead by example, demonstrating the organisation's behavioural framework:

- Trust and Respect
- Communication
- Responsibility
- Collaboration
- Excellence
- Leadership

Training and Support

We see training and development as an essential investment in its own future and recognise that carefully planned and well delivered training and development increases efficiency and effectiveness at individual and service levels. All staff receive the following:

- **Annual Leave**
35 days including bank holiday entitlement (pro rata for part time staff). Long service award after 3 years. Annual leave can be booked in hours, not just days/half days
- **Flexible Working**
Hybrid working considered for eligible roles, in line with policy. Flexible working encouraged, with an emphasis on work-life balance.
- **Group & Individual Supervision**
Personalised individual supervision with your line manager, including bi-monthly debrief meetings online or at alternating venues.
- **Induction**
A full induction for your job role, working environment, teams and locations
- **Learning & Development**
Ongoing investment in professional development, including accredited Continuous Professional Development (CPD) training and recognised mental health courses.
- **Pension Scheme**
A pension scheme.
- **Work in your Local Community**
Join us and work closely with our external partners to help shape our organisation, contribute to our policies, strategies and future development and help those who are suffering with their mental health and wellbeing.
Staff discounts.
- **Staff Health and Wellbeing**
Opportunity to engage in wellbeing activities and support
Access to free digital counselling and support

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Further Information

These duties are intended to be a guide to the post* and should not be considered exhaustive. The role is subject to review, depending on the needs of Mind in Bexley. The post holder will be encouraged to participate in any such review.

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check.

**Hours may change depending on the need i.e., covering absence, annual leave and sickness and will be reviewed regularly during supervision.*

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Conditions of Employment

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check and references.

To apply, please check our website: [Work for us - Mind in Bexley](#)

For any enquiries or questions, please email: recruit@mindinbexley.org.uk

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