



## **Application pack**

# **Mental Health Lead (Early Intervention and Prevention)**



Dear Applicant,

**Re: Mental Health Lead (Early Intervention and Prevention)**

Thank you for your interest in working for The Junction. Within the application pack you will find a Job Description, Person Specification, Equal Opportunities Monitoring Form and application form.

The Junction is a respected charity working to make a difference to the lives of children young people and their families. We are proud of our reputation and believe that all of our workers are key to establishing positive relationships, building trust, self-belief, a sense of family and belonging.

We are looking for an enthusiastic, suitably qualified and experienced person with the ability, commitment and passion to support a small team of practitioners to deliver an outcome based emotional wellbeing project to young people aged 15-25 years across Redcar and Cleveland. The will work with young people at an early intervention level of support and be committed to longer term, person centred support, enabling young people to address barriers during a key period in transitions to adulthood. If you have a passion for making a difference to the lives of children and young people, significant experience in delivering early intervention in CYP mental health and the ability to lead others then we would be interested in hearing from you.

When writing your application please ensure you address the person specification provided and highlight any information in excess of the criteria. If you would like to discuss the requirements of the post or have any questions about the role please contact **Sara Mirsalehi** on 01642 756000 or via e mail at [Sara.Mirsalehi@thejunctionfoundation.com](mailto:Sara.Mirsalehi@thejunctionfoundation.com)

Once you have completed your application please return to:  
[recruitment@thejunctionfoundation.com](mailto:recruitment@thejunctionfoundation.com)

Or alternatively post to The Junction, Westfield Farm, The Green, Dormanstown, Redcar, TS10, please ensure your envelope is marked PRIVATE AND CONFIDENTIAL.

Please note the deadline for the applications is noon **on Monday 12 February 2024**

**Interviews will take place on the week of 19 February 2024**

The post is subject to relevant safeguarding procedure which includes a satisfactory Disclosure and Barring Service check. We look forward to receiving your application.

Yours faithfully,

Beth Major  
Chief Executive Officer



## Why work for The Junction?

### **Pension**

We contribute 5% of your equivalent salary into your pension scheme for all eligible posts.

### **Staff Wellbeing Programme**

Our staff Wellbeing Programme, provided through Simplyhealth, provides money back on health related treatments such as optician costs, dentist fees, physiotherapy and alternative therapies, so you aren't left to foot the bill.

### **Counselling Helpline**

We provide access to 24hr Counselling Helpline support so you are never left to struggle if life becomes tough.

### **Counselling Face-to-Face**

In addition to the helpline we provide access to 6 sessions of face to face counselling

### **Generous Holidays**

Our generous holiday entitlement of 6 weeks per year plus bank holidays means you can balance your work and home life commitments.

### **Loyalty Holiday Bonus**

We reward loyalty by offering colleagues 1 extra days holiday for every completed holiday year up to a maximum of 5 additional days. Increasing holiday entitlement to 7 weeks per year plus bank holidays for 5 completed holiday years.

### **Staff Development**

We have a history of growing our own talent and we develop and support staff to expand their knowledge and take opportunities that become available.

### **Making a Difference**

By being part of an extra ordinary team we work together to help transform the lives of local children, young people and families.



## Within The Junction

There are a range of services within The Junction all working towards shared goals and all focused on making a difference to the lives of children, young people and their families, including:

- Youth Employment Services
- Young Carers' Services
- Youth Services
- Children and Young People's Emotional Wellbeing and Mental Health Services
- Children and Young People's Specialist Transport Services

We pride ourselves on being able to provide multiple specialist services 'under one roof' with each service interacting together to provide the best possible seamless service to children and young people. We employ multi-disciplinary teams of professionals with backgrounds in psychology, social work, counselling, youth work and youth unemployment as well as other qualified and experienced practitioners who:

- Understand the issues facing children and young people
- Have the skills to effectively support them
- Can deliver outcome focused interventions

We have developed a unique service delivery model to ensure that clients are able to access a service that supports their individual needs. However, the ethos of The Junction ensures our services do not work in silos, although we recognise the need for service identities and separate lines of accountability to stakeholders.

All of our services are person-centred, outcome-focused and outcome-driven with an increased need to evidence the impact our services have on children, young people and their families.



## Expectations and Job Description

It is essential that everyone who works or volunteers for The Junction recognises how their efforts help us make a difference to the lives of so many children, young people and families who are in need of our support. It is equally important that everyone is conscious of how their role supports the Vision and Mission of The Junction and that everyone can feel a sense of pride in their work.

We are very protective of our reputation of putting children and young people at the heart of everything we do and we have a clear expectation that all of our workers believe in and work to the Values and Key Principles of the organisation.

### Vision

Our vision is a world where no child, young person or family is left to struggle. We want a world where there is always someone to talk to.

### Mission

To empower children, young people and their families to embrace life with confidence, facing life's challenges in a positive way.

Values	Key Principles
We listen	Children and Young People are at the heart of everything we do
We genuinely care	
We don't judge	Our workers are the key to building strong, positive relationships
We empower	
	Working in partnership to make change happen

### Working within The Junction's policy environment

All staff and volunteers within The Junction are expected to work in accordance with the policies, practices and procedures of the organisation. Key to this approach is a commitment to promote and safeguard the welfare of children, young people and vulnerable adults, as safeguarding is everyone's responsibility. Similarly, all staff are expected to demonstrate a commitment to promoting and valuing diversity, being prepared to challenge the use of discriminatory language and to support and encourage non-discriminatory practice.

### Personal Development

All staff are expected to make a commitment to their own personal development, partaking in personal development opportunities and undertaking training, supervision and appraisal as required and to support the personal development of others, particularly apprentices.



## Job Description

**Job Title:** Mental Health Lead (Early Intervention and Prevention)

**Salary:** £29,744 pro rata plus incremental increase per annum subject to funding and satisfactory performance.

**Contract:** Fixed term until January 2026 in the first instance extension possible subject to funding.

**Hours:** 15 hours per week

**Responsible to:** Service Manager/ Chief Executive

**Accountable to:** Chief Executive Officer

### **JOB PURPOSE:**

To lead the delivery of early intervention and prevention emotional wellbeing support for children and young people aged 15-25 years, through effective coordination of waiting list, case management and quality practice oversight and line management support.

To manage the Emotional Wellbeing Team ensuring safe triage of referrals, timely assessment, advise on the team on interventions and planning for positive outcomes and escalating young people to the right service at the right time where needs change.

To support vulnerable and disadvantaged children and young people with emotional and mental ill health to rise above life's challenges, build resilience and achieve positive outcomes.

### **SUPPORT:**

Will be carried out by the Service Manager or suitably appointed Manager who will carry out regular supervision.

### **PRINCIPAL DUTIES AND RESPONSIBLES:**

- To coordinate and deliver provision of community based one to one support for vulnerable and disadvantaged children and young people aged 15 to 25 who have emotional well- being difficulties and mental ill health.
- Case management oversight including management of waiting list, assessment and allocation (as well as coordination of cases across internal and external services to ensure appropriate risk management and allocation based on need)

- Effective induction and ongoing support (including line management) for members of the early intervention and prevention Emotional Wellbeing team
- Ensure all activities are carried out in accordance with Funders terms and conditions, targets within the project specifications and The Junctions Values.
- Periodic attendance at relevant organisational management and service development meetings.
- Acting as first point of contact for Emotional Wellbeing Practitioners
- Forming part of the organisations Safeguarding Lead Practitioner team if appropriate.
- Collating relevant information for service progress reports highlighting any issues in time to ensure issues can be addressed, which will inform projects reports prepared by Service Manager/ Chief Executive.
- To ensure effective feedback and evaluation systems are in place to allow children and young people to have an influence in project delivery.
- To ensure robust processes are followed in relation to assessment, outcomes monitoring, progression and signposting to ensure the best possible outcomes for children and young people.
- To carry out detailed assessments and develop plans for support as appropriate including signposting to other services within and external to the service and support team members to do the same.
- Implement programme of emotional wellbeing support with children and young people, setting appropriate goals for progression alongside the children, young people and their families and utilising appropriate routine outcome measures to demonstrate outcomes.
- To liaise with colleagues, other services within The Junction and a range of community groups to effectively plan for children and young people's progression into community and social activities at the end of therapeutic interventions and provide support to aide children's and young people's successful engagement.
- Use systems and where appropriate contribute to further developing systems to record outputs, outcomes, individual needs and records.



- Work collaboratively with all colleagues and partner agencies, including attending and reporting to relevant external meetings as required including safeguarding, child protection and others.
- Ensuring that information about the role of The Junction and it is publicised and promoted.
- Work as part of The Junctions Team(s) to contribute to its strategic and organisational development including sharing experience, knowledge and where appropriate providing training and guidance.
- Be committed to your own personal development partaking in development opportunities and undertaking training, supervision and appraisal as required.
- Support the development and training of colleagues by sharing experience, providing training and learning experiences.
- Undertake other duties and responsibilities as required from time to time commensurate with the post.



<b>Person Specification Emotional Wellbeing Coordinator (Early Intervention and Prevention)</b>	<b>Essential</b>	<b>Desirable</b>	<b>Proposed Selection Method</b>
<b>Qualifications and Training</b>			
Relevant professional qualification relevant to working with client group to the equivalent of level 4 or above (ofqual) or above e.g. /Mental Health/Youth Work /relevant degree <a href="https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels">https://www.gov.uk/what-different-qualification-levelsmean/compare-different-qualification-levels</a>	X		A/I
Relevant management qualification or training		X	A/I
Demonstrable experience of appropriate Safeguarding training	X		A/I
Ability and willingness to undertake further training and development as required	X		A/I
<b>Experience</b>			
Experience of supporting teams, leading projects or line managing staff teams	X		A/I
Recent/significant experience of engaging with and working with a team to support vulnerable children and young people with mental ill health/emotional well being issues on a one to one basis and within groups - Person centred	x		A/I/R
Experience of assessing the needs, developing outcomes focused plans to meet the needs of vulnerable children and young people	X		A/R
Recent/significant experience in relevant profession –e.g. Children’s and young person’s services, Mental Health, Youth Work, Housing, Homelessness, employability	X		A/I/R
Experience of working to an outcomes framework		X	I
Recent experience of working with a range of agencies to support vulnerable children and young people	x		A/I
Experience of working in community based settings, schools, colleges and training providers	X		A/I
Experience of delivering presentations to professionals and young people, including training		X	I

Experience of reporting to funders and preparing reports to stakeholders		X	A/I
Experience of delivering a range of therapeutic interventions	X		I
<b>Knowledge, Skills and Abilities</b>			
Knowledge of issues and challenges that vulnerable children and young people face	X		I
Excellent people skills-Ability to engage, build strong relationships with children and young people to build trust, motivate and empower them to meet agreed goals and outcomes	X		I/A/R
Excellent interpersonal and communications skills	X		I/A
Good organisational skills and the ability to prioritise workloads to meet the needs of children, young people and their families	X		A/R
Ability to work with partner organisations from the public, private and voluntary sectors and especially community organisations.	X		A/I
Able to work as part of a multi-disciplinary team	X		A/I
Understanding of the risk involved in working with vulnerable children and young people	X		I
Understanding and experience of the need to have and work to appropriate professional boundaries	X		A/I
Ability to share and promote best practices	X		A/I
Ability to promote young people's stories in a positive manner	X		A/I
Ability to support others and monitor their work	X		A/R
<b>Work related circumstance</b>			
Willingness to work flexible hours including evening and weekend work	X		A/I
Demonstrate an understanding of professional boundaries and appropriate relationships with people and other professionals	X		A
Hold a vehicle licence or be prepared to achieve this within a defined time period and travel to a range of venues to meet the delivery needs of the service	X		A
<b>Equal opportunities and Diversity</b>			
Commitment to pursue Equal Opportunity and Non Discriminatory practices.	X		A/I
<b>Personal qualities</b>			

Understanding of and Commitment to The Junctions core values	X		A/I
Excellent communication and organisational skills	X		A/I
The ability to lead and motivate others	X		A/I
Be approachable, able to develop positive relationships with others and have high levels of resilience and empathy	X		I

A = Application

I = Interview

T = Test

P = Presentation