CAJE REF CYM/Wales/2024/0014

APPROVED 14/06/2024







# JOB TITLE Local Recovery College/Peer Support/Lived Experience Lead

# BAND 7

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| Job Summary | | |
| * Support the development of business case and readiness assessment for the introduction of a recovery college locally. * Manage the programme of work to develop and implement a local Recovery College in line with the national HEIW Recovery College model. * Lead and support implementation of the suite of national Recovery College resources developed by the national team in HEIW. * Manage the development and delivery of education and development programmes to staff at all levels. * Work collaboratively as part of an All-Wales Peer-led Recovery College community of practice network with HEIW to capture and share good practice, supported by a Quality Improvement approach. | | |
| Responsible to | | |
| Reporting: | Accountable: | Professionally: |
| Responsibilities and Duties | | |
| The post holder will use their lived experience, knowledge, and expertise to lead the lived experience program in the health board. This could include the development of a Recovery College business case and oversight of its implementation and establishing and supporting the Peer Support / Lived experience workforce. Responsibilities include leading a team, maintaining partnerships, and oversight of key tasks related to taking this agenda forward.  **Planning and Design**  Map out local roles, responsibilities and mechanisms involved in Recovery College activities at organisational level.  Lead the development, planning, delivery and evaluation of a high-quality, accessible and responsive peer led Recovery College.  Drive progress on Recovery College priorities using a QI approach to demonstrate improvements in results.  Manage operational delivery of new lived experience roles.  Coordinate and report on local implementation of the Recovery College Plan in conjunction with National Recovery College lead and local service leads.  **Improvement and Monitoring**  Collect and collate a range of qualitative and quantitative metrics and provide regular reports locally to promote visibility and awareness at Board level. Undertake surveys or audits as necessary to own work / complex surveys relating to project.  Review and analyse baseline metrics and information related to Recovery College at organisational level.  Contribute to workforce development and service improvements and embed lived experience perspectives into relevant policies and procedures. Implement policies and propose changes to practices, procedures for own area/propose policy or service changes, impact beyond own area. Develops policies and protocols for own work area / proposes project changes which impact across the sector.   * The role will be expected to ensure that local models adhere to national and UK legislation such as the Social Services & Wellbeing Act, Future Generations Act, Mental Health Act and any relevant Care/Health Inspectorate guidelines. * They will also be expected to be mindful of national strategic direction in the application of their local policy, particularly with respect of the national Mental Health and Wellbeing Strategy that will supersede Together for Mental Health. * The postholder will be responsible for using National Recovery College model guidance and applying learning from the National Recovery College team in the creation of guidance and policy for a local level model. * The postholder will be able to consider the strategic context of the local Recovery College model against all the involved stakeholders outside of the NHS for example local authorities, education institutions and the voluntary sector. * Implementing a local recovery college model will involve an element of service change and the postholder should be already familiar with, or when in post seek guidance and training on, the principles of service change within a health and social care setting.   **Communications**  Act as a focal point for Recovery College activities at organisational level, working with leaders, line managers and staff to promote good practice, resources, and standards and establish staff and stakeholder engagement in the Recovery College Programme.  Effectively communicate complex information. Provide and receive highly complex, sensitive or contentious information: agreement or co-operation required; Present highly complex, sensitive or contentious information to groups. Motivational skills to encourage collaborative working to improve services/performance where there may be resistance to change; Presents workshops to large groups of staff.  The postholder will be expected to update a wide range of stakeholders on the progress of their local model, and these could be at a variety of levels from support staff up to directors and executives.  This may be in the form of the following but not limited to:   * High-level slides with concise summaries of progress. * Content for newsletters either within the project or as part of larger briefings. * More detailed highlight reports with an analysis of Red/Amber/Green status. * Financial analysis relating to current or projected costs. * Statistical analysis relating to impact of work – this may include projections of future impact. * Content for stakeholder engagement such as workshops, infographics, social media. * The postholder may be expected to provide updates that are shared with the public so will need to be mindful of language and relevant local and national accessibility/brand standards.   Proactively engage with the HEIW Recovery College Hub and Communities of Practice network to spread good practice and develop the Recovery College work programme.  Collaborate with other Peer Leads to deliver Value-Based services.  Actively participate in the All Wales Lived Experience Community of Practice to enhance support for individuals in peer support roles.  **Finance and Budget**  Hold delegated budget. Holds budget for own specialist service.  **Management, Leadership and/or Training**  Develop educational programmes, expand peer-led services, and supervise initiatives. Highly developed specialist knowledge, underpinned by theory and experience Knowledge of health service management, including change management and workforce re-design, acquired through training and experience to Masters’ level equivalent. Provides training on specialism to peers, clinicians, management and staff at all levels.  Recruit and train the lived experience workforce, and advocate for peer support roles. Line manages/ Peer Supervises the team; Manages the delivery of teaching and development programmes for lived experience workforce across the sector.  **Digital and Information**  Develop reports for Executive Team/Board that demonstrate impact and how the delivery of the recovery college meets the Duty of Quality.  Produce reports using appropriate media. | | |
| PERSON SPECIFICATION | | |
| Qualifications and Knowledge | | |
| EssentialEducated to master’s degree level or able to demonstrate equivalent lived and professional experience.Evidence of recent continued professional development e.g. Recovery-focused and peer support related training activities. Able to demonstrate commitment to Continuing Professional Development.  Knowledge of current health and social care policies. DesirableProject management qualification.Holds professional registration e.g. Health & Care Professionals Council (HCPC), Nursing and Midwifery Council (NMC).Management qualification. | | |
| Experience | | |
| Lived experience of mental health challenges and of using mental health services.  Experience of change management.  Experience of supervising and appraising staff.  Experience in managing complex HR issues with staff e.g. the management of performance / long term sickness. | | |
| Skills and Attributes | | |
| Autonomous practitioner with self-management skills.  Planning and prioritisation of workload.  Communicate complex information to a wide audience.  Effective leadership skills.  Clear understanding of Personal Recovery and peer support / Trainer roles.  Manage deadlines and competing priorities.  Experience in Strategy development and delivery.  Experience in guidelines and policy development.  Post qualification experience working in mental health services (statutory or voluntary sector).  Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh. | | |
| Other | | |
| Satisfactory Enhanced DBS clearance including an/a Adults and Childrens Barred List check. | | |