

## JOB DESCRIPTION

<b>Job Title:</b> Emotional Health and Wellbeing Practitioner (Wellbeing Practitioner)
<b>Hours Per Week:</b> 10 (2 x 5 hour evening shifts per week) with more sessional hours available.
<b>Pay:</b> Invictus Band 3b-4c depending on skills & experience (£25,121 - £27,963)
<b>Contract:</b> Fixed Term (1 year) with intention to become permanent.
<b>Holidays:</b> 28 days per annum, 1 extra day for your birthday p/a and additional holidays over the Christmas period.
<b>Start Date:</b> ASAP
<b>Apply By:</b> 9am, 22/06/26
<b>Department:</b> BREW Project Calderdale
<b>Directly responsible to:</b> Senior Wellbeing Practitioner
<b>Location:</b> Invictus Wellbeing, Third Floor, E-Mill, Dean Clough Mills, Halifax, HX3 5AX
<p>Major Duties:</p> <ol style="list-style-type: none"> <li>1. To provide one to one wellbeing support sessions for CYPs (children and young people) on a weekly basis from area of need; focusing on building emotional wellbeing and resilience.</li> <li>2. To provide timely, effective and accessible support by offering strategies, resources and approaches which can support a young person over a short term period.</li> <li>3. Providing support and collaboratively identifying, managing, mitigating and resolving problematic thoughts, feelings or behaviours.</li> <li>4. To work closely with community leaders to ensure Invictus' offer to them is robust and effective and that they are getting the service they want and need.</li> <li>5. Under supervision, undertake accurate assessments of risk to self and others</li> <li>6. To signpost YPs for further support as and when necessary.</li> <li>7. To identify and report safeguarding incidents, in line with relevant Invictus Wellbeing's policies.</li> <li>8. Provision of information, advice and guidance (IAG) to YPs and staff regarding related issues, typically these would include general welfare, academic, professional, health and personal.</li> <li>9. Reporting on trends and needs in the above areas in order to improve and develop support for young people.</li> <li>10. To update monitoring documents/reports consistently and analyse trends and use them where appropriate in support sessions.</li> <li>11. To keep spreadsheets, administrative processes and client records up to date.</li> <li>12. Ensure that confidentiality is always protected in accordance with confidentiality policy and procedures.</li> <li>13. To manage busy caseloads ensuring effective communication with families, professionals, staff, CYPs and more.</li> <li>14. To undertake ongoing professional development relevant to mental health and emotional wellbeing services.</li> <li>15. To undertake other duties which are commensurate with the role.</li> </ol>

## ABOUT INVICTUS WELLBEING

Invictus Wellbeing is West Yorkshire's Children and Young Person's Mental Health Charity. We offer timely, effective and accessible mental health support whilst also promoting positive mental wellbeing in the communities we serve. We offer a range of services across Calderdale, Bradford and Kirklees and in 2022 worked with over 2,000 individual children and young people across a variety of projects.

Our mission is to ensure that all children and young people have access to the support they want and need. By acting early, we can reduce the likelihood of more severe issues developing through building resilience and positive mental wellbeing.

## **ABOUT THE ROLE**

We are looking for a highly motivated wellbeing practitioner to lead interventions and become an integral part of our therapeutic and wellbeing team based in central Halifax.

You will work as part of the Brew Project, a service focused on offering confidential and non-judgmental 1-2-1 emotional health and wellbeing interventions as well as group work to children and young people 5-17. This is part of the Open Minds Partnership.

The Wellbeing Practitioner will lead on emotional health and wellbeing interventions and deliver the highest quality service ensuring that young people have access to effective support in a timely and accessible manner. They will undergo training to learn core practitioner skills and use their skills, experiences and knowledge to aid young people's emotional wellbeing.

They will be responsible for managing a busy caseload of young people, offering interventions, signposting and referring to local groups and establishing and maintaining partnerships with appropriate schools, organisations and individuals.

We require a wellbeing practitioner to work on one or more evening shifts (2:30 - 7:30pm) Mon-Fri

## **PERSON SPECIFICATION**

You will be a passionate, autonomous and highly organised individual with experience and knowledge of Calderdale and children's organisations and services across the borough. You will be an enthusiastic person who not only has qualifications and the skillset to impact on young people's lives, but a compassionate and caring personality.

This role will involve managing a caseload, being a member of a team, continuous reflective practice and understanding what support is available to young people post-intervention across Calderdale.

You will be highly organised, have a willingness to learn new things and above all be passionate about improving children and young people's mental wellbeing

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**PERSON SPECIFICATION: CONT'D**

The person specification outlines the main criteria for the post and short listing will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using experience gained either in paid or voluntary work.

Criteria	Criteria E= Essential D= Desirable	Measured by A=Application I=interview E=exercise
<p><b>Qualifications</b></p> <ol style="list-style-type: none"> <li>1. Be educated to undergraduate level or equivalent</li> <li>2. Holds a recognised membership of a relevant professional body (BACP/ PTUK/ UKCP/NCS/BPS)</li> <li>3. Qualification in Social Work, Youth Work, Counselling, Psychotherapy, Psychology or other relevant field.</li> <li>4. Full &amp; Clean Driving License</li> </ol>	<p>E D E D</p>	<p>A A A A</p>
<p><b>Qualities</b></p> <ol style="list-style-type: none"> <li>5. Initiative, problem solving and openness to change</li> <li>6. A collaborative team player, concerned with team success as well as individual</li> </ol>	<p>E E</p>	<p>A/I/E A/I</p>

<p>performance</p> <p>7. Passionate and committed to improving the mental health and wellbeing of local children and young people.</p> <p>8. Shares information, good practice and skills with their colleagues and wider networks.</p> <p>9. Good listener who responds well to feedback</p> <p>10. Constructive and energetic who brings positivity and enthusiasm.</p> <p>11. A self aware and reflective individual who can reflect on their own needs and commit to continuous personal and professional learning and development.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<p><b>Experience</b></p> <p>12. Experience of working with children and young people with social, emotional or mental health difficulties</p> <p>13. A track record of delivering results with quality outcomes, measured to key performance indicators</p> <p>14. Experience of building and nurturing strong relationships with service users.</p> <p>15. Experience of working with children and young people directly.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<p><b>Knowledge and Skills</b></p> <p>16. Knowledge of mental health issues and CYP Mental Health and Wellbeing.</p>	<p>E</p>	<p>A/I</p>

<p>17. Knowledge of relevant national policies, best practices, quality frameworks and local approaches to implementation within the specific area of mental health support for children and young people</p> <p>18. Knowledge of local services and organisations in the community are you are applying for.</p> <p>19. Demonstrates understanding of working with children and young people who require or would benefit from emotional support</p> <p>20. Ability to manage a caseload and ensure that administrative duties are kept under control.</p> <p>21. A sound understanding of effective performance monitoring.</p> <p>22. . Numerate with an ability to understand, analyse and make effective use of data.</p> <p>23. Ability to build a rapport naturally which creates a team ethos and culture that represents the organisation culture and values.</p>	<p>D</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<p><b>Other</b></p> <p>24. A strong understanding of safeguarding and health and safety within mental health, social work &amp; education and the ability to become a designated safeguarding officer for Invictus Wellbeing.</p> <p>25. A strong command of computer skills and technology, particularly and Google products as well as CRMs.</p> <p>26. A dedicated commitment to diversity and inclusion and equality of opportunity.</p>	<p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p>

To apply, please go to: <https://www.invictuswellbeing.com/apply> and follow the instructions.

If you are unable to apply this way for any reason, please contact us at [enquiries@invictuswellbeing](mailto:enquiries@invictuswellbeing)

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