

## JOB DESCRIPTION

<b>Job Title:</b> Wellbeing Practitioner (CAWP0424)
<b>Hours Per Week:</b> 5 - 20
<b>Pay:</b> £23,000 - 27,000 pro rata
<b>Contract:</b> Fixed term for 12 months with intention to extend dependent on funding.
<b>Holidays:</b> Standard 25 days pro rata + statutory holidays- In line with contract and annual leave policy
<b>Start Date:</b> ASAP
<b>Department:</b> The BREW Project - Calderdale
<b>Directly responsible to:</b> Service Lead(s)
<b>Location:</b> Invictus Wellbeing, Dean Clough Mills, Halifax, West Yorkshire, HX3 5AX
<p>Other contacts</p> <p>Internal: Service Managers, Senior Practitioners, Clinical Supervisors, Practitioners, Therapists &amp; Chief Executive Officer.</p> <p>Partner Colleagues e.g. CAMHS/EHWB Services, Parents and families</p>
<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 child/young person's wellbeing 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. Under supervision, undertake accurate assessments of risk to self and others.</li> <li>5. To work closely with schools &amp; local groups in your area to promote the work we do and increase engagement from our target population groups.</li> <li>6. To signpost YPs for further support as and when necessary.</li> <li>7. To manage a busy caseload of service users.</li> <li>8. To identify and report safeguarding incidents, in line with relevant Invictus Wellbeing's policies.</li> <li>9. Provision of information, advice and guidance (IAG) to CYPs and staff regarding related issues, typically these would include general welfare, academic, professional, health and personal.</li> <li>10. Reporting on trends and needs in the above areas in order to improve and develop support for young people.</li> <li>11. To update monitoring documents/reports consistently and analyse trends and use them where appropriate in support sessions.</li> <li>12. To keep spreadsheets, administrative processes and client records up to date.</li> </ol>

13. Ensure that confidentiality is always protected in accordance with confidentiality policy and procedures.
14. To manage busy caseloads ensuring effective communication with families, professionals, staff, CYPs and more.
15. To undertake ongoing professional development relevant to mental health and emotional wellbeing services.
16. To undertake other duties which are commensurate with the role.

## **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 1/2 wellbeing practitioners to lead interventions and become an integral part of our therapeutic and wellbeing team based at Dean Clough.

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.

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 region. 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 the Open Minds partnership and what support is available to young people post-intervention

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

**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.

<b>Criteria</b>	<b>Criteria E= Essential D= Desirable</b>	<b>Measured by A=Application I=interview E=exercise</b>
<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</p>	<p>A/I/E</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>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><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>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>E</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>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>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p>

26. A dedicated commitment to diversity and inclusion and equality of opportunity.	E	A/I
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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)