

## Hartlepool Community Transformation Co-ordination and leadership

### Job description & person specification

<b>Job Title:</b>	Strategic lead & Voluntary, Community and Social enterprises (VCSE) lead (job share considered)
<b>Project:</b>	Community Mental Health Transformation (CMHT)
<b>Salary:</b>	£30K per annum, pro rata (based on 35 hours per week)
<b>Hours:</b>	Currently we have 21 hrs per week. This can be discussed on via the application form and at the interview.
<b>Location:</b>	Hartlepool
<b>Duration:</b>	<b>Fixed Term 1. Reviewed 2025/26.</b>
<b>Clearance required:</b>	Enhanced DBS
<b>Responsible to:</b>	CMHT delivery group
<b>Job Purpose:</b>	<ul style="list-style-type: none"><li>• Facilitate the CMHT partnership to achieve the aims of CMHT.</li><li>• Work towards the delivery of the VCSE aims.</li><li>• Develop a strategic plan, which set out the aims and objectives for 2025/26.</li><li>• Support the development of the VCSE CMHT initiatives and integrated working practices.</li><li>• Support the development of the VCSE community mental health</li><li>• Coproduction opportunities for Lived experience within all developments of the CMHT plan.</li><li>• Develop a communication plan.</li></ul>

### Background

Aims:

**Access mental health care where and when they need it**, and be able to move through the system easily, so that people who need intensive input receive it in the appropriate place, rather than face being discharged to no support.

**Manage their condition or move towards individualised recovery on their own terms**, surrounded by their families, carers and social networks, and supported in their local community.

**Contribute to and be participants in the communities** that sustain them, to whatever extent is comfortable to them.

- Promote mental and physical health as well as understanding the health inequalities that communities in Hartlepool face.
- Builds on *strengths and supports* individual choice.
- Improve *quality of life*, including supporting individuals to contribute to and *participate in their communities as fully as possible, connect with meaningful activities*, and create or fulfil *hopes and aspirations* in line with their individual wishes.

In addition, break down the current barriers between

- Mental health and Physical health
- Health, Social Care, VCSE, and local communities
- Primary and Secondary care to deliver integrated, personalized, place-based, and well-coordinated care.
- Inclusion Health groups

#### **VCSE aims and objectives of the Community Transformation systems of support.**

Aims VCSE delivery (2022 NB Created by VCSE MH group):

- Work with professional curiosity.
- Provide support, guidance, and collaborative opportunities for the NHS to achieve its aims of the NHS CMHT plan.
- Promote parity of esteem around positive mental and physical health amongst the people working and delivering the system of support.
- Provide social, practical, psychosocial, and relational support to people who have/are experiencing trauma, emotional (psychological distress) and crisis.
- Deliver an asset-based community development.
- Develop mental-wealth building across VCSE and Statutory partners.
- Continue to provide place-based support across Hartlepool
- Further develop working relationships with Primary (Mental Health Nurses, Social Prescribers etc), Secondary (Newly configured specialist services), Substance misuse team and Community Hub (inc all social care teams).
- Further develop the VCSE systems of support by improving communication, engagement, collaborations, relationships, and outcome informed practices
- Encouraging the growth of the partnership to include VCS organisations receiving CT funding funded organisations
- Regular connection with CT funded organisations to ensure quality and safe service is being delivered, monitor the impact and progress of each project. In addition to ensure inter-connectivity between funded projects and wider CT network.

## **1. Job roles**

**The postholder's foremost priorities are:**

### **Strategic and facilitation aspects of the role**

- Design the transformation blueprint providing the strategic and comprehensive action plan which outlines the key elements, goals, and steps required to achieve a community mental health transformation aims and objectives.
- Design and facilitate workshops/design sessions with stakeholders and team members to generate and assess innovative solutions.
- Identify, collaborate and work with developments across Tees Valley
- Identify, collaborate, and work with internal teams and partners to source resource required to deliver the programme/s.
- Have an innovative, person centred and can-do approach to transformation
- Experienced in leading and managing services with a high level of understanding of mental health, adult social care statutory service delivery and legal literacy.
  
- A high level of understanding of the challenges faced by Community Mental Health teams.
- Able to work collaboratively with commissioners and system partners including the VSCE to design and deliver best value provision with a keen focus on reablement and recovery.

## **2. VCSE and community developments aspects of the role**

- VCSE – community integration with Primary, Secondary and social care.
  - Pilots/initiatives.
  - Explore the opportunities for joint working arrangements between statutory and VCSE sector (e.g., Keyworkers replacing the CPA).
  - Community consultation –lived experience group, under-represented groups.
  - Coproduction – Professionals, lived experience and consultation with the citizens.
  - Bring lived experience of the VCSE sector and challenges faced to help support better joint working
  - Support the development of the wellbeing hub (s)
  - Maintain and develop links with wider programmes across the Tees Valley to develop connections, share best practice and create opportunities with the aim of strengthening innovative ways of working

### 3. Expected outcomes

- Strategic leadership
  - Develop Strategic partnership to deliver the CMHT delivery plan.
  - Strategic planning. 12-month Action plan and monitoring.
- Increase in collaborative work between statutory and VCSE sector
- Increased understanding of the VCSE sector
- Increase in co-production across statutory and VCSE sector
- Better experience and improved quality of life for people using mental health and related services across the system
- Increased job satisfaction for those working within mental health and related services

### 4. Person specification - Experience & understanding

Some understanding and awareness of mental health-related services would be an advantage along with the barriers and inequalities faced by people who experience severe mental distress/illness. Experience of establishing effective working relationships and facility for sound administration is important, as is experience of the facilitation of various sized groups. A keen interest in emotional wellbeing, including social & environmental influences, is very important.

Person specification	Essential	Desirable	Where evidenced
Experience of strategic planning and developments		x	Application form/interview/references
Two years' experience of working at a project lead/senior/post with reasonability's abilities.	x		Application form/interview
Experience of facilitation of groups/meetings/events.	x		Application form/Interview/Presentation
Experience of project management	X		Application form/interview
Evidence of successfully delivered project	X		Application form/interview/Presentation
Evidence of successfully delivering on at least one change programme		x	Application form/interview/Presentation
Extensive knowledge of mental health/social care/education strategic developments.	x		Application form/interview/Presentation
Education – diploma level 5 qualification or equivalent (inc relevant exp)	x		Application form/interview/Presentation

Education – diploma level 6 or higher or equivalent (inc relevant exp)		x	Application form/interview/Presentation
Working with VCSE and community groups	x		Application form/interview/Presentation
Interpersonal and communication skills with the ability to adapt to different audiences (written and verbal communication)	x		Application form/interview/Presentation
Co-production with people with lived experience of mental health difficulties		x	Application form/interview/Presentation
Possess open and enthusiastic leadership skills	x		Application form/interview/Presentation
Ability to gather insights and learning and effectively communicate findings with CMHT groups and wider stakeholders	x		Application form/interview/Presentation
Basic IT Skills (Ability to use Microsoft applications such as Word and TEAMS)	x		