



Your journey. Your way.



Our story

We are **Penumbra Mental Health**, a pioneering charity providing dedicated services for people with mild to serious and enduring mental ill health.

We support people on their journey to better mental health, by working with each person to find their own way forward. The power of people's lived experience enables us to deliver pioneering services which transform lives.

From being there for people in crisis to suicide prevention, supported living to self-harm management and peer support. We are with those we support every step of their journey to a better place. People's experiences are at the centre of everything that we do. **We champion peer workers**; they know that recovery is possible, because they've been there too.

Of course, **everyone's journey is different**, so we work with people to identify, believe in, and reach their goals, whatever they may be. Often, it's about hope, but we know that's not always easy for people to hold on to. And so, when times are tough, we hold it for them, keeping it safe - just until the time is right.

You see, Penumbra has always been about people; listening and learning, challenging, encouraging and enabling. It's why we're trusted to provide services across Scotland, supporting thousands of people every month, because when people need us, we're there.

Our vision is that people live with positive mental wellbeing and can easily access the best support when they need it.

Our mission is to provide exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

We live and breathe our values

- 🌀 Compassion: we will listen and respond with hope, kindness and respect
- 🌀 Courage: we will do the right thing, standing up for people, their rights, wellbeing and recovery
- 🌀 Curiosity: we will explore, reflect, learn and adapt to create solutions that are best for people's wellbeing
- 🌀 Collaboration: we will work with those who share our vision and values

penumbra.org.uk

✉ enquiries@penumbra.org.uk ☎ 0131 475 2380



Head Office | Norton Park | 57 Albion Road | Edinburgh | EH7 5QY

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A pioneering charity supporting people on their journey to better mental health



With every conversation, you have the potential to spark real change for people

Jamie



12,649

The number of people we supported in 2022/23

579

Colleagues working across Scotland



26%

Of our colleagues are employed in peer support roles

92%

Of our colleagues feel proud to work for Penumbra

77

Services across



23

Health and Social Care Partnership areas



95%

Of people said that Penumbra had a positive impact on their lives

93%

Of people we asked agreed Penumbra treats people with respect and compassion

92%

Of our partners say our teams recognise equality and diversity

Welcome

Want to spark real change?

First of all, thank you for being interested in joining the Penumbra Mental Health team. We pride ourselves on being a great place to work where colleagues have space to grow and thrive. And we're always looking for kind people like you who share our values and who want to spark real change.

You might already be working in a supporting role and looking to expand your skills into mental health recovery, or you might be looking for a new challenge altogether. Maybe you're looking for a career where you can use your lived and living experience to support others on their journey (did you know 26% of our colleagues are employed in peer roles?).

Whatever your career or life experience, you're in the right place if you want to make a difference and build your working life around meaningful connections with people who will inspire you every single day. Our promise to you? We can offer you a salary above the living wage, a tonne of employee benefits, and space to grow your skills and qualifications in a supportive and creative team. Don't just take our word for it, click on the images below to hear from our colleagues, Jamie, Martin, Nick and Jodi.

We know that applying for a new role can be daunting. That's why we encourage applications from everyone even if you're not sure if you meet all the person specifications. What's important to us are your values, kindness, willingness to learn, and your passion for quality mental health support.

We hope you find everything you need in this application pack. If you have any questions, you might want to check out our [careers page](#) where you'll find some FAQs and interview tips.



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Advertisement

Relief Mental Health & Wellbeing Worker (Peer)

Location: Dundee

Pay: £12 plus £1.45 holiday pay = £13.45 p/h

Relief – hours as required

If you are looking for a rewarding career and to work within an epic team that will help you grow and thrive, then you have come to the right place. Working within our Hope Point service you can start your day knowing what you do really does make a difference!

Hope Point operates 24/7 to support people living with mental health challenges & experiencing emotional distress. With the aim of addressing barriers to recovery, we will use a personalised and strengths-based approach to promote self-management, resilience building and connecting positively to community and third sector resources which support ongoing wellbeing.

The Centre itself is open all day every day, and Relief staff are required to ensure the rota is covered during times of staff planned and unplanned absence. This includes a requirement to work waking nights (paid at an enhanced rate). The staff team consists of Peer Staff and there will be the opportunity to work on a one to one basis, and in groups with the people accessing the Centre. Workshops will take place and we will host support sessions by means of face to face, as people come into the Centre, by appointment, & virtually by video call, telephone, text and email.

As a mental health charity, we really value the wellbeing of our staff. That's why we want you to know that you'll be joining a friendly team, who will give you a supportive environment to help you thrive in your role, including all the training you need to feel confident and equipped.

We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. We will support you on your own career path; developing new skills, accessing formal and informal learning experiences and providing opportunities to put your continual progress into practice.

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Job Description

Relief Mental Health & Wellbeing Worker (Peer)

Service:	Hope Point
Responsible to:	Service Manager
Pay:	£12 plus £1.45 holiday pay = £13.45 p/h
Working hours:	Relief – as required
Location:	Dundee
Closing:	Monday 16 th September 7pm
Interview:	Wednesday 25 th September
Special condition:	Local travel and lone working. Evening, weekends & waking night shifts.

Job summary:

As a Relief Mental Health & Wellbeing Worker (Peer), you'll make a difference to people's lives every day. Your unique knowledge and understanding gained from managing your own mental health challenges will be called upon; we recognise, and value how transferable and insightful learning from previous life experiences can be.

Main duties and responsibilities

- ✦ To establish a supportive relationship with each supported person, enabling them to maximise their own resources in order to improve their quality of life.
- ✦ To provide support on a one to one, and group basis.
- ✦ To use own lived experience to inspire hope in people who use the service.
- ✦ To share/teach coping and self-management techniques.
- ✦ To be flexible and responsive to meet the changing needs of supported people and the organisation, within the agreed criteria.
- ✦ To work in cooperation with other members of the Support Team, and staff from other agencies.
- ✦ To participate in training activities and meetings as required.

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- ✎ To be responsible for maintaining the relevant systems of paper-based and electronic documentation.
- ✎ Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders.
- ✎ Uphold Penumbra's Code of Practice.
- ✎ Register with the SSSC as appropriate and maintain post-registration training and learning log to meet ongoing registration requirements.
- ✎ Other duties, deemed appropriate to this grade, as and when required.

Person specification

Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Good level of educational attainment. <p>Desirable</p> <ul style="list-style-type: none"> • SVQ 3 in Health and Social Care or equivalent, as defined by the SSSC, or willingness and ability to achieve within a specified period.
Knowledge and Experience	<p>Essential</p> <ul style="list-style-type: none"> • Experience of being in a supportive and enabling role. <p>Desirable</p> <ul style="list-style-type: none"> • Experience working with a person-centred approach. • Experience of working in the mental health field.
Core Competency – Working with Others	<p>Essential</p> <ul style="list-style-type: none"> • Builds good working relationships with team members. • Works co-operatively with other professionals as required.
Core Competency – Learn and Apply	<p>Essential</p> <ul style="list-style-type: none"> • Is aware of own strengths and development needs. • Demonstrates commitment to keeping knowledge, understanding and skills up to date.
Core Competency – Communication	<p>Essential</p> <ul style="list-style-type: none"> • Speaks and writes clearly and accurately and ensures the message is understood. • Explains clearly and accurately issues, policies, procedures and other pertinent information. • Conveys sensitive or contentious information tactfully.

Core Competency – Managing Self	Essential <ul style="list-style-type: none"> • Is open to change and continually improving practice. • Has the awareness of when to ask for help and has the confidence to do so, where appropriate.
Core Competency – Professionalism	Essential <ul style="list-style-type: none"> • Demonstrates a commitment to Penumbra’s values. • Works to policies, procedures and relevant legislation. • Maintains sound ethical and professional standards at all times. • Has a clear understanding of confidentiality, disclosing information only to those who have the right and need to know. • Projects a positive image of Penumbra at all times.
Role Specific Competency – Supporting People	Essential <ul style="list-style-type: none"> • Supports individuals in line with organisational values, policies and procedures. • Understands recovery and works with a recovery focused approach. • Consistently works with a person-centred approach. • Supports supported peoples’ rights to control their lives and make informed choices about the services they receive. • Protects the rights and promote the interests of supported people.

Conditions and Remuneration

Salary Package

£12 plus £1.45 holiday pay = £13.45 p/h

Pension

Auto-enrolment pension scheme.

Get in touch

If you’d like an informal chat about this role and working for Penumbra Mental Health, please contact: Emma Wilson (Senior Service Manager) on 07799212522 or at emma.wilson@penumbra.org.uk

For more on our who we are visit: penumbra.org.uk

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For more opportunities across our teams visit: penumbra.org.uk/careers

Application & Interview Guidance

We know applying for jobs and preparing for interviews can be daunting – but we really want you to enjoy the process. It's a chance for you to showcase all of your skills and learn more about what we do at Penumbra. Everyone is really friendly, and we want your application to be a success!

That's why we have put together these tips, so you know what to include in your application and what to expect at interview.

Penumbra is committed to supporting candidates with disabilities, neurodiverse candidates, and candidates with mental health conditions throughout the recruitment process. We will make any reasonable adjustments required to ensure a fair and inclusive process for all. If you think you require reasonable adjustments, please don't hesitate to contact us at recruitment@penumbra.org.uk.

Application

The application stage allows you tell us about all the great skills and experience you've got to offer, and how they'll help you in the role you have applied for.

In your personal statement, we are looking for the skills outlined in the competencies in the person specification section of this pack. Tell us about a time when you've developed or demonstrated these skills – this could be from your work life or personal life. Using the STAR method outlined below will help to structure your points.

This is also a great opportunity to tell us about your passion for mental health, and remember if you're applying for a peer role, tell us about your lived experience and how you think you could utilise it in the role!

Interview

The interview stage is a chance for us to meet you, and for you to learn more about Penumbra or ask any questions you might have. What will be included in the interview might vary between roles and services (for example, some may include written questions) but this will be explained to you ahead of time.

All of our interviews include competency-based questions. Competency Based questions aim to find out how you have used specific skills in your previous experience and how you approach problems, tasks and challenges.

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The competency based questions will be on each of the competencies outlined in the person specification of this pack. We would recommend preparing a few examples of times you have demonstrated each of these competencies in advance. When answering the questions, you should try to stick to the STAR method, outlined below.

STAR Method

The STAR method can be used to structure your answer to the competency-based questions you'll be asked – it helps you to make sure you get all of the important points across. It breaks an answer down into 4 parts:

- Situation** – What was the situation you had to deal with?
- Task** – What task were you presented with as a result of the situation?
- Action** – What action did you take?
- Result** – What was the result of this action, what did you learn from the result?

Here's an example of the STAR method in use:

Question

Tell me about a time you had to deal with a conflict. How did you handle it?

Answer

- Situation** I was part of a team where one colleague was regularly late for our scheduled meetings, which was causing a lot of frustration amongst the rest of the team.
- Task** I knew it was important someone raised the issue with him in order to keep the team working well, so I took responsibility for handling it.
- Action** At the end of one of our regular meetings, I asked if he had a minute to catch up. I mentioned to him that he seemed stressed, and that he had been late to quite a few of our meetings and explained the impact it was having on the team. I expressed that we all really valued his input at the meetings, and asked if there was anything causing the lateness or if there was anything the team could do to support him. He shared that he was overwhelmed with his workload, and it was impacting his ability to manage his time.
- Result** By handling this conflict sensitively and in a supportive manner, we were able to identify what was causing the issue, and distribute some of our colleague's extra workload amongst the team. This took the pressure off him and enabled him to

manage his time more effectively. This in turn meant the team was able to work together more efficiently and we didn't miss out on anyone's input.