

BUILD RAISE INSPIRE TOGETHER

Job Description and Person Specification - Lived Experience Project Leaders

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| Role: Lived Experience Project Leaders (Young People's Mental Health) |
| Reports to: Operations Manager |
| Location: Edinburgh or Glasgow (or nearby). You may work from our working space as needed |
| Contract length: 12-month freelance consultant contract (open to other arrangements). |
| Pay: £25,000-30,000 pro-rated to £5,000-6,000/year (DoE) for duration of contract, invoicing periods and travel expenses to be agreed. |
| Hours: Part-time (0.2 FTE) 1 day per week on a flexible basis according to role requirements (first 4 days will include induction and leadership programme for the role and pre-planned before your start date). |
| Closing date: 24 June 2024 - with rolling interviews |

Job Summary

Tiny Changes is looking for passionate, resilient young leaders (under 30) with lived experience of mental health issues to join our team as a Lived Experience Project Leader. This role is designed to empower young people to lead innovative mental health projects in their communities. By investing in the skills and ideas of young people, Tiny Changes aims to create a sustainable, impactful programme that addresses the mental health needs of Scotland's young people. Building on our impact over the last three years, the Lived Experience Project Leader will play a crucial role in shaping the mental health discourse, reducing stigma, and driving meaningful change through young people-led initiatives.

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About Us

We are Tiny Changes. We believe that Scotland's young people deserve good mental health, and we believe in their insight and innovation to make this possible. We exist to harness and nurture the talent of young people to find solutions that work for them.

Our Goals:

- raise awareness about children and young people's mental health issues
- advance understanding of the root causes of mental ill health and support innovation in the design and delivery of mental health services to children and young people
- support and promote initiatives that provide help to children and young people impacted by mental health problems, their families, and carers
- provide a voice to children and young people who have been affected by mental health issues to influence mental health policy and practice

Our Values:

- **Hopeful** - We want to create a new narrative around mental health. Positive stories of support and invaluable lived experience that can give comfort to those who need it most. There is a fine line between the light and the dark and sharing a message of hope can be empowering for our community.
- **Brave** - We are willing to take risks in supporting forward-thinking and creative ideas. We are committed, we demand and we are determined to make change. We are not afraid to stand up for our community and fight for real change. We will stand side by side and prove that better is possible.
- **Honest** - We don't have all the answers, but we are optimistic, determined and ready to learn. We will be open and transparent with our journey, adapting to our communities needs and celebrating progress over perfection.
- **Kind** - We care. We listen. We ask. We encourage and support anyone to raise their voice. We learn from each other, teach each other and forgive each other. Compassion, empathy and understanding are all key to reducing stigma and starting important conversations.

About the Programme

This pilot programme aims to identify, recruit, and support young leaders with lived experience of mental health issues to create sustainable mental health initiatives. By empowering young people who have firsthand experience with mental health challenges, the programme seeks to develop their leadership capabilities and them directly in shaping the mental health discourse and services in their communities.

Building on the success and impact of initiatives Tiny Changes has funded over the last three years, this programme is designed to harness the skills and ideas of young leaders to drive meaningful change. The Tiny Changes Pilot Programme focuses on creating innovative mental health projects that are both impactful and sustainable, addressing the mental health needs of Scotland's youth.

By young people with lived experience of mental health issues, for young people with lived experience of mental health issues, the Tiny Changes Pilot Programme aims to harness and nurture the talent of young people to find solutions that work for them.

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The Projects and Themes

Through this co-production phase we will run 5 pilot projects based on key themes that emerged from the organisation's work over the past 3 years. Two projects will be developed in collaboration with the young leader in post, allowing them to bring their unique ideas and perspectives to the table. The remaining three projects' scope are more defined.

Project 1: Young People's Mental Health in Intersectional communities

Focusing on young people at the intersection of mental health issues and race, gender, class, sexual orientation, gender reassignment, or other marginalised communities, this project seeks to address unique challenges faced by these communities. Young leaders will develop tailored support programs that consider the compounded impact of mental health issues and marginalisation. By creating targeted outreach and support initiatives, this project aims to ensure that mental health resources and good mental health are accessible to all, regardless of their backgrounds and identities.

Project 2: Young People's Mental Health in Arts or Sports and Physical Activity

This project harnesses the therapeutic potential of arts and physical activity to improve mental health among young people. Young leaders will organise events and workshops that integrate artistic expression or sports activities with mental health education, creating engaging ways to discuss and manage mental health. The initiative aims to reach diverse groups of young people, encouraging them to express themselves and improve mental health through creative and physical activity.

Project 3: Young People's Mental Health in Schools (Mental Health Hub)

This project focuses on implementing early intervention strategies in schools to address mental health issues through mental health hubs in schools. Young leaders will collaborate with educators and pupils to create workshops and resources that promote mental wellness and resilience among students within the Tiny Changes mental health hub. The project aims to complement a sustainable model of mental health education in the school programme, enhancing the overall wellbeing of the school communities. The project will be delivered in an Edinburgh based primary school.

Project 4: Young People's Mental Health in the Music Industry

Leveraging the power of music and media, this project involves young leaders in producing a podcast series that explores mental health themes within the music industry. The podcast will feature discussions with artists who share their own experiences, along with expert insights on coping mechanisms and support resources. This initiative seeks to destigmatize mental health issues in the creative sectors and provide a platform for brave conversations.

Project 5: University and College Student Communities

This initiative aims to set up peer-led support groups across universities and colleges, providing a space for students to discuss mental health issues openly and support one another. Led by young leaders, these groups will organise regular meetings, awareness campaigns, and events to foster a supportive community on campus. The project will then develop resources and tools, to empower students to build their own mental health groups and use their voice to share their stories and advocate for change in their institutions. The project will be delivered in a Glasgow based university.

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About the Role

The Project Leaders will work closely with the Operations Manager and the Tiny Changes team to develop and lead mental health initiatives that make a real difference in the lives of young people. This role requires a unique blend of personal experience, leadership skills, and a passion for mental health advocacy.

The Project Leader will be responsible for developing project plans, engaging with communities, managing stakeholders, and tracking the progress and impact of their initiatives. They will serve as a voice for young people with mental health issues, ensuring that their perspectives are integrated into project goals and strategies. The role also involves providing mentorship and support to peers, building communities, and fostering a supportive and empowering environment.

Training and capacity building are integral parts of this role, and the Project Leaders will participate in training on project management, mental health, and lived-experience leadership. This is an exciting opportunity for someone who is dedicated to mental health advocacy and committed to creating meaningful change through innovative projects.

Key responsibilities:

- **Advocacy and Representation:** Serve as a voice for young people with mental health issues, ensuring their perspectives are integrated into project goals and strategies, and advocating for systemic change.
- **Role Modelling:** Demonstrate resilience and act as a change agent through personal experience, inspiring others to engage and believe in the potential for change.
- **Mentorship:** Provide guidance and support to peers and project team, fostering a supportive and empowering environment.
- **Community Engagement:** Engage with your communities to raise awareness about mental health issues and reduce stigma.
- **Influencing Change:** Collaborate with stakeholders and decision makers and influencers to influence mental health policies and practices based on insights and personal lived experiences.
- **Project Development and Implementation:** Develop, lead, and adapt mental health projects ensuring alignment with Tiny Changes goals.
- **Community Engagement and Stakeholder Management:** Engage with and build relationships among community members and stakeholders to foster collaboration and support.
- **Monitoring and Reporting:** Track project progress, collect and analyse data, and report findings to support continuous improvement and inform future initiatives.
- **Training and Capacity Building:** Participate in and provide training, mentorship, and promote a culture of learning and reflection within the project team and community.
- **Values and Professionalism:** Uphold and represent Tiny Changes purpose, vision, values and mission in a personal and professional capacity.

What will you bring to Tiny Changes?

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Person Specification

Essential Criteria

You will uphold and represent Tiny Changes purpose, vision, values and mission in a personal and professional capacity. We are looking for someone who has a genuine commitment and enthusiasm to progress the work of Tiny Changes and our current goals.

We are looking for applicants with the following characteristics, experience, skills, and values:

Characteristics:

1. Share our vision and values - we are Hopeful, Brave, Honest and Kind
2. Have knowledge of or interest in mental health issues affecting children and young people in Scotland
3. Active listener, equalities driven and self-reflective

Experience:

4. **Lived-Experience:** Young person (under 30) with direct personal experience with mental health challenges and understands the road to recovery, along with the obstacles people face in getting the support they need.
5. **Peer Support:** Experience in providing peer support or mentoring based on lived experience.
6. **Activism and Advocacy:** Passion for and ability to advocate for mental health awareness and support, using personal expertise and stories to inspire and educate others and/or influence positive change.

Skills:

7. **Collaboration:** Ability to work effectively within a team, collaborating with diverse stakeholders to achieve common goals.
8. **Communication:** Excellent verbal and written communication skills, with the ability to convey information clearly and persuasively, and strategic thinking to influence mental health policies and practices.
9. **Organisational Skills:** Strong organisational abilities, including multitasking, prioritising tasks, and managing time effectively.
10. **Problem-Solving:** Demonstrated ability to think critically and solve problems creatively and efficiently.

Values based approach:

11. **Non-judgemental and Empathetic:** Demonstrates a compassionate and understanding approach, respecting the experiences and perspectives of others without judgement.
12. **Respect and Dignity:** Upholds the dignity of all individuals, fostering an environment of mutual respect and valuing the contributions of every team member and participant.
13. **Commitment to Social Justice and Human Rights:** Dedicated to promoting social justice, equality, and the protection of human rights, ensuring fair treatment and opportunities for all.
14. **Authenticity and Openness:** Maintains authenticity in interactions and is open to sharing personal experiences to build trust and foster genuine connections.

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Desirable Criteria

The following experience and skills are desired but not essential:

1. **Community Building:** Experience engaging with communities to promote mental health awareness and reduce stigma.
2. **Project Design:** Ability to design and develop mental health projects that are innovative, sustainable, and impactful.
3. **Implementation:** Ability to execute projects from inception to completion, ensuring adherence to timelines and objectives.
4. **Resource Management:** Ability to manage project resources, including budgeting, staffing, and materials.
5. **Evaluation:** Experience in monitoring and evaluating project outcomes, using data to inform improvements and demonstrate impact.

We particularly welcome applications from the following groups:

- Disabled people
- Neurodiverse people
- People with experience of caring roles
- Care experienced people
- People from minority ethnic communities
- Asylum seekers or refugees
- People who identify as any gender that's not cisgender
- People who identify as LGBTQIA+
- People from gypsy traveller communities
- People from a wide range of religious and cultural backgrounds

The Guaranteed Interview Scheme (GIS) will ensure that Tiny Changes interviews anyone with a disability whose application meets the minimum criteria for the post. By 'minimum criteria' we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of skills and experience defined as 'essential' within the person specification.

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