



FDAMH

FALKIRK'S MENTAL HEALTH ASSOCIATION

**Candidate
Recruitment
Pack**

**Mental Health
& Wellbeing
Practitioner**

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FDAMH
FALKIRK'S MENTAL HEALTH ASSOCIATION

Welcome Note

Val McInroy, Head of Services



Thank you for your interest in this exciting new role for FDAMH.

We have been on a journey of positive change in the past three years and have very ambitious plans, for the future.

Working closely with our Team Leads and Head of Services, you will be provided with all the tools and support needed to be successful in this role, with genuine opportunity for further development and progression, as the organisation grows.

FDAMH is determined to set the standard in our sector, and we focus heavily on colleague wellbeing and client satisfaction. We have an outstanding team of professional staff and volunteers who are driven by the common goal of delivering first class services to the community.

If you can demonstrate a strong track record of success, and have the ambition and passion to work hard, in a place where your contribution will be highly valued and rewarded, I would be delighted to hear from you.

Please feel free to contact me directly to arrange an informal, confidential conversation and find out more about the role: val.mcinroy@fdamh.org.uk



Introduction to FDAMH

FDAMH plays a vital role in within the community in the recovery of thousands of people who are experiencing or have experienced mental ill health.

We are Falkirk's Mental Health Association, and we have been supporting the Falkirk and District community for over 40 years. FDAMH is well known and trusted within the local community and plays a vital role in the recovery of thousands of people who are experiencing or have experienced mental ill health. In the past 5 years alone, we have supported more than 15,000 people and delivered more than 50,000 client appointments.

Working within a culture of continuous improvement, we invest heavily in new technology, staff development and better ways of working. We currently have a dedicated team of around 70 people, both staff and volunteers.

Our partners include Scottish Government, Falkirk HSCP, NHS Forth Valley and a range of other independent funders. Additionally, we are grateful to receive both individual and company donations from the community to bolster our funds.



The Opportunity

We are seeking an experienced and knowledgeable Mental Health and Wellbeing Practitioner.

We are seeking applications from people who have considerable and demonstrable experience of providing holistic, therapeutic solution-focused interventions and ongoing support to people experiencing emotional distress, and reduced mental wellbeing as a result of, for example, anxiety disorders, low mood / depression and stress.

The postholder will work across a range of our services, therefore must be adaptable and have excellent time management and organisational skills. If you have experience of delivering training that would be advantageous.

Please note that many of the people who use our services can be experiencing severe levels of emotional distress including voicing suicidal ideation. Whilst support from colleagues is always available, it does not negate the fact that this can be a very difficult role that requires the post holder to have considerable experience in managing their own emotions.



Key Responsibilities

What we're looking for:

Undertake client-centred initial assessment interviews including risk assessment.

Be familiar with self-management resources related to mental health and wellbeing and confidently use as appropriate.

Identify coping mechanisms and to provide short term, solution focussed interventions with clients, providing compassionate, problem-solving support, wellness and distress management planning and signposting.

Facilitate onward referral of people to other services, both internally and externally, if required. This may include direct/immediate referral to GP or emergency services where necessary.

Support individuals to identify the triggers of distress, and in conjunction with each client, devise a personalised plan of appropriate therapeutic interventions.

Maintain accurate records of all clients including maintenance of case review management database.

Effectively manage case load of clients.

Utilise validated assessment tools, at follow up appointments, monitor progress against agreed goals.

Promptly refer any issues/concerns out with the scope of the post holder's skills or experience to line manager or most appropriate team member.

A clear knowledge and understanding of Child and Adult Support and Protection Legislation.



Preferred Candidate Profile

Skills, Knowledge & Experience

- ➔ Role relevant professional qualification at degree level (or equivalent) e.g. RMN, Psychology, Psychotherapy or similar skillset/qualification with significant and demonstrable experience of working in a similar role.
- ➔ Able to evidence considerable experience of providing therapeutic interventions which are outcomes focused.
- ➔ Experience of confidently supporting those who are suicidal and in states of distress.
- ➔ Considerable previous experience of conducting person centred initial assessments in relation to mental health and wellbeing and associated social factors in person, online and by telephone.
- ➔ Experience of delivering training to groups of people.
- ➔ Able to demonstrate knowledge and understanding of a range of non-medical interventions that support mental health and wellbeing including those offered by FDAMH's services.

Personal Attributes

- ➔ Innovative, with excellent interpersonal skills, able to develop positive working relationships both internally and externally.
- ➔ Resilient, flexible, adaptable and a sense of humour.
- ➔ Ability to develop and implement innovative solutions, to problem solve and respond to sudden unexpected demands.
- ➔ Personal values compatible with FDAMH's values.
- ➔ Flexible in response to changing and challenging circumstances.
- ➔ Enjoy a challenge and take pride in your work.



Remuneration Package

- ✓ £27,052.00 per annum (reviewed annually)
- ✓ 35 Hour working week which will include evening and weekend work
- ✓ Hybrid & flexible working arrangements in line with role requirements
- ✓ Generous annual leave allowance
- ✓ Company pension
- ✓ Professional development opportunities
- ✓ Range of staff reward and wellbeing initiatives

Remuneration & How to Apply

Please download our application form:

<https://fdamh.org.uk/about-us/work-with-us/> and contact us if you are unable to do so or have any questions.

Closing Date: Thursday 10th September at 5pm

Find out what makes FDAMH a great place to work. Watch our [brand film](#) to meet our team, learn about our culture and see how we're making a positive impact every day.



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FDAMH

FALKIRK'S MENTAL HEALTH ASSOCIATION

IT'S OKAY TO **ASK** FOR HELP

WE CAN ALL USE A LITTLE BIT OF HELP SOMETIMES.
WE ARE HERE FOR YOU WHEN YOU NEED US.

CLICK HERE



to find out more.

Call us on
01324 671 600

FDAMH (Falkirk's Mental Health Association)
Charity SC011889/Company SC151357