



Job Description – Communities Lead

Job title	Communities Lead
Reporting to	Communities Manager
Responsible for	NA
Department/section	Networks & Communities /Lived Experience Unit/Communities team
Grade	Grade D of Mind's salary scales
Remit of post	England and Wales
Hours of work	35 hours per week, full time
Located at	Stratford/homebased
Type of contract	Permanent

Main purpose and scope of the job

In this role, you will be based in the Communities Team, formerly known as the Peer Support Team. We sit in the Lived Experience Unit (LEU) alongside other teams working on equality, lived experience leadership and young people's involvement. The LEU was established in 2021; we ensure Mind's work remains focused on centering the experiences of the people that we work to serve. An important part of the unit's work is to connect with communities who historically mainstream organisations, including Mind, have failed to serve.

The Communities Team exists to celebrate, share power, and advocate for/with community groups, peer support and user/survivor movements. We draw on our own personal experience and see ourselves as proud advocates of community-led groups and peoples in these movements within and outside of Mind. We work alongside people to challenge the current systems that marginalise, stigmatise and discriminate against different communities of people.

We strongly believe that those who have lived experience, be that of mental health difficulty or discrimination based on gender, race, sexuality, age or other, know their reality better than us and should be given the power to lead the direction of, and work alongside our team.

The types of projects you will be involved in as part of the role;

- [Jigsaw 2](#); Exploring the value of community groups led by and for Black people and people of colour, queer communities and young adults under 25, and the social inequality they come up against.
- [Lived Experience Leadership](#); Exploring how people use their own experience to effect change and how Mind and others can give power back, contribute resources to, or support 'lived experience leadership' better.
- [Peerfest](#); An annual celebration, including the Marsh Awards, which recognizes community-led groups and people doing peer support.

Key responsibilities

1. Alongside the Communities Manager, you will work to embed our team values in all of our work; Advocate the value of community and lived experience leaders, groups, and organisations; challenge mental health stigma and discrimination; give power to communities to lead our work; challenge current systems that oppress or discriminate against people with less privilege.
2. You will lead on projects emerging from the Communities Team in line with our values. This will include recruitment, project management and delivery of projects, including the list above.
3. Build trust and relationships with community-led groups and people within the peer support and survivor/user movements.
4. Work in mutual partnership with people with lived experience, community-led groups and national partners to host in person, online, and hybrid events.
5. Work in partnership with others (internally and externally) to create or share resources with communities we serve. This will include co-producing toolkits, research, and campaign resources, as well as distribute funding through small grant opportunities.
6. You will be a proactive advocate for lived experience and power sharing with communities within Mind and externally, and will represent the Team at external events through public speaking and delivering presentations.

Additional Key Expectations

1. To be responsible for working collaboratively with others in the Unit, Department and organisation, where relevant, and to meet regularly to develop joint solutions and actions. This includes working with colleagues in Mind Cymru to make sure activity is proportionally delivered across both England and Wales.
2. To attend and contribute to the supervision and appraisal process; this may include line management responsibility.
3. To engage in a series of internal training on topics such as governance, safeguarding and health and safety.

Person specification: Communities Lead

Criteria

The 'abilities' we're looking for may come from personal experience, work experience, knowledge you hold or skills you have. We value all the experience and expertise you could bring to this role. You may not be able to answer the criteria directly, but we encourage you to consider the transferable skills/experience/knowledge that you could apply.

1. Ability to work in partnership with community-led groups and organisations. We are particularly interested in an ability to build trust and truly equitable relationships, and work with groups that are doing peer support, groups/organisations led by/for black people and people of colour, queer communities and young people aged 18-25.
2. Ability to apply knowledge of systemic inequality in England & Wales. We're particularly interested in an understanding of discrimination based on mental health, race, sexuality, gender and age (as a young adult) and the intersections between these, and other experiences. A personal understanding is something we value highly.
3. Ability to lead or manage projects. We're looking for ability in all areas of project management such as inclusive recruitment, project planning and budget management.
4. Ability to support people, in particular people from diverse and disadvantaged groups, to take part in influence activities that lead to social change.
5. Ability to apply lived experience to the role. By lived experience, we mean the direct and/or indirect experience of a mental health difficulty and/or discrimination based on race, sexuality, age, gender or other identity. We see the application of lived experience as a skill, and so it is important that people have reflected on, processed and are able to use what they have learned as a force for social change.
6. Ability to work within a team to host an event. This includes working in partnership with other people, groups and organisations to host national and local events in person, online and hybrid.
7. Understanding of the current and historical context of the peer support and survivor/user movements, including crossover with other social movements.

Expectations of all Staff at Mind

We are committed to becoming actively anti-racist in everything we do. This is a critical priority for Mind. We embrace diversity and understand that being an inclusive organisation, recognising different perspectives, will enable us to provide excellent services. We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Role expectations:

- To ensure our work reaches people from a wide range of backgrounds, including people from marginalised communities
- To ensure that people with experience of mental health problems, including those from marginalised communities, inform the design, take part in the delivery, and review the work of the team as fully as possible.
- To attend and contribute to meetings, identify opportunities for strategic partnerships, attend training and other events as required.
- To attend and contribute to the supervision and appraisal process.
- To support the work of the wider Communities Team

All members of staff at Mind are expected to embody our mission, values and competencies.

This includes an expectation that they will:

- Show passion for what Mind does and the changes that we are making for people with mental health problems.
- Work collaboratively across teams, departments, locations and organisations.
- Stand up for what they believe is best and trust in themselves and each other.
- Be open to others and ourselves and show a commitment to learning.
- Be open to change and respond flexibly and quickly to the changing world.
- Demonstrate organisational awareness and see the bigger picture while working towards objectives.
- Communicate effectively, ensuring their messages are understood and that they strive to understand others.
- Value diversity and treat others with respect, showing sensitivity towards differences, promoting and encouraging diversity, and building on people's different skills and talents to enhance the quality of their own and others' work.
- Take responsibility for their decisions.
- Attend and contribute to Mind staff training and any other training identified as appropriate for the post.
- Occasionally travel to meetings in England and Wales and/or work unsociable hours, which may require the need for an overnight stay, evening and weekend work.

- Ensure that all responsibilities and activities within their post are consistent with the terms and spirit of Mind's mission, vision, values, policies and procedures.
- Adhere to relevant legal and statutory requirements including the Data Protection Act, Health and Safety at Work Act and relevant charity law.
- To be prepared to work flexibly (e.g. hot-desking, home-enabled working) according to business need
- Maintain an appropriate level of confidentiality at all times.
- Contribute to making Mind a greener workplace.