Welcome to the McPin Foundation

Thank you for your interest in our organisation and our Senior Peer Researcher position.

About us

The McPin Foundation exists to transform mental health research by placing people affected by mental health problems at its centre. Each of our employees is vital to us in delivering our mission, which is to champion experts by experience in research so that people’s mental health is improved in communities everywhere.

Our Vision
A world where the value of expertise based upon experience is recognised and is at the heart of all stages of mental health research

Our Core Values
We passionately believe that involving people directly affected by mental health problems improves research

We are driven to produce work of the highest quality

We are inclusive and listen to all opinions and perspectives

We collaborate with others to deliver our mission

We care about the wellbeing of everyone connected with us

The post holder will join a team working at the McPin Foundation on the public mental health programme of the NIHR School for Public Health Research. This team consists of freelance peer researchers who have been in post for 18 months. You will also work on a second project alongside a team of people working as Researchers in Residence in local mental health systems, including East London. Within the charity we have a research team, with staff working on a range of evaluation and research projects. We also have a Public Involvement in Research team and a small Operations team, based in our offices in London (although currently home working).

In this post, drawing on your peer experiences directly or indirectly is important. This means experiences related to having faced different challenges impacting on your wellbeing. For example, you may have lived experience of mental health issues or you may have been impacted by inequalities.

You can find out more about McPin at www.mcpin.org and the public mental health programme at https://sphr.nihr.ac.uk/category/research/public-mental-health/.
**Job Description**

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<tr>
<th>Job Title: Senior Peer Researcher</th>
<th>Prepared by: Vanessa Pinfold</th>
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**Location:**  
Head office/working remotely  
7-14 Great Dover Street, London SE1 4YR

**Closing Date:** 9 am, Mon 29th March 2021  
**Interview date:** w/c 12th April 2021

**Terms and conditions**

- **Hours:** 37.5 hours per week  
- **Salary FTE:** From £31,500  
- **Holidays FTE:** 25 days plus 8 public holidays and 3 additional days at Christmas  
- **Employment status:** Fixed Term for 1 Year  
- **Probationary period:** 6 months  
- **Notice period:** 8 weeks

The post holder will be required to have enhanced DBS check

**About the job**

There are two main research studies this post holder will work on.

Firstly, delivering a qualitative research study exploring structural inequalities and mental health impacts, working with photovoice and interviews in at least two case study sites, in collaboration with team members, external partners, and particularly with people who have lived experience of mental health problems both as advisors and researchers. This project is funded by the NIHR School of Public Health Research, and the public mental health programme is co-ordinated by UCL working with eight universities around the UK (see here for more details).

Secondly, supporting a major project at McPin that is exploring the community mental health transformation programme in three communities. You will be joining a team of Researchers in Residence to add additional capacity to the data collection programme using a realist evaluation framework.

Both roles will involve supporting and working alongside others who use expertise from experience in their work. For more information about our approach to this, please visit our [website](#).

This post would ideally suit someone interested in mental health, with a strong background in delivering qualitative research studies (data collection, analysis and write up) and an interest in structural inequalities including among racialised communities. Key to the post are developing relationships with people from diverse communities and working alongside other peers using peer research methods. As an organisation, we support and develop our staff. We look for people that are willing to take the opportunities provided by working in a small but ambitious organisation.

This post will be a mix of working remotely and in our head office – 7-14 Great Dover Street, London SE1 4YR. The postholder will need to be based within London or the surrounding regions. Two days
a week they will be based in East London, therefore being able to travel within London after Covid-19 restrictions ease will be important.

Benefits of working at McPin include: NEST Pension scheme with 6% employer contribution, Wellbeing support and mentoring scheme, Employee Assistance Programme with Health Assured

Key Responsibilities

- Working on the School of Public Health Research (SPHR) public mental health programme; delivering according to agreed research protocols, on time and within budget a 12 month qualitative research study exploring structural inequalities and mental health using creative methods, interviews, and a peer research approach (3 days a week)
- Working alongside others who use expertise from experience of mental health problems in their work – there are currently 4 peer researchers working together on the SPHR. Ensure data collection, analysis and write up all adopt peer methods and support qualitative skill development of less experienced staff
- Working on the community transformation evaluation project, particularly in East London. We are using a realist evaluation approach. The role is to provide additional data collection capacity (2 days a week) under the guidance of the East London Researcher in Residence
- Communicating and collaborating with academic and other partners, commissioners, and the wider mental health sector as required
- Contribute to developing and delivering McPin’s organisational goals, our strategic plan and our commitment to become an anti-racist organisation
- Liaise with external organisations to promote our work
- Contributing to the development of new research proposals and study designs with external partners, ensuring they meet the needs of commissioners and funders
- Working within relevant research ethics and governance frameworks
- Contributing to a critical learning environment within the team, sharing your skills with colleagues as required and developing new ways of working
- Attend and contribute to the team’s weekly meetings and other organisational activities
- Represent the McPin Foundation and speak at events, seminars and meetings promoting the aims and work of the organisation in line with McPin Foundation mission, vision and values
- Engage effectively with a range of communication tools, including twitter, blogs, and our website
- Working at all times within McPin’s principles, policies and procedures
- Travel across the UK as required

The key responsibilities above give a broad outline of the functions of the post. However, these must be approached in a flexible manner. The post holder will be expected to adapt to changing circumstances and undertake other duties appropriate to the grade of post as allocated by your Line Manager. The outline of responsibilities may change from time to time.
**Competencies**

A post holder who is meeting the requirements of this role will demonstrate the following competencies in their work:

**Quality**

You work to SMART* goals and clearly defined quality standards, you encourage others to do the same and explain why these things matter. You prioritise and organise your own work and project work effectively. You take responsibility and evaluate the quality of your own work and identify any concerns about quality with managers to manage risks in projects. You offer constructive feedback to colleagues. You suggest way in which policies, procedures and quality standards can be improved.

*SMART goal is defined as one that is specific, measurable, achievable, results-focused, and time-bound

**Involving**

You improve the impact of our work through the inclusion of expertise from experience, including mental health experiences, and will draw on your own lived experience if appropriate. You seek out opportunities to involve a variety of stakeholders in our work, mindful of our commitment to diversity. You work with others to improve the experience of people who support our project work and those who take part.

**Inclusivity**

You take into account all opinions and perspectives to improve your work. You treat others with respect even when they express views that differ to your own. You challenge bias, prejudice and intolerance and bring it to the attention of a manager. You are conscious of the impact of your own behaviours on others. You are open to giving and receiving constructive feedback and thanking colleagues for their contributions. You act in accordance with our equality and diversity policy.

**Collaboration**

You collaborate with others to deliver our mission. You offer suggestions and ideas that benefit the team and improve team working. You ensure that your own behaviours towards others contribute to the creation of a climate of trust. You support everyone to work together to achieve McPin’s mission. You recognise and resolve tensions and disagreements with colleagues, you seek a positive solution and when appropriate take advice from your manager. You look for development and learning opportunities to support becoming a more effective team member.

**Caring**

You care for the wellbeing of everyone connected with us. You take responsibility for noticing and supporting workplace wellbeing for those who engaged in project work. You seek positive solutions when concerned about the wellbeing of others, or bring to the attention of the appropriate manager when appropriate.

**Leading**

You lead projects with some support and can demonstrate effective leadership behaviours consistent with the values of McPin. You devise new ways of working, as needed, which you then put into practice within your project teams. You are able to lead project teams within McPin and to assume a leadership role in projects that may involve external staff or stakeholders. This involves taking responsibility for strategic decisions within projects with support from other members of McPin staff.
**Person Specification (E= essential D = desirable)**

### Knowledge
- Good understanding of mental health and the impact of poor mental health on people’s lives (E) including inequalities in a public health context (D)
- Detailed understanding of qualitative research methodologies (E), including creative methods and photovoice (D)
- Some understanding of realist evaluation (D)
- Good understanding of patient and public involvement in research (E), co-production (D) and peer research methods (D)
- Good understanding of research governance principles and be able to operate safely and ethically within required procedures (E)
- Good understanding of intersectionality and a commitment to inclusivity, equity and anti-racism principles (E)

### Skills
- Strong qualitative research skills including in-depth interviews, reflexive framework analysis (E) and creative approaches to explore narrative (D)
- Confident using qualitative software packages such as NVIVO (E)
- Collaborative project management; confidence organising research data collection to deliver effectively involving all members of the team in decision making (E)
- Empathy in working alongside people experiencing mental health difficulties and confidence supporting people, coaching them and building others’ skills to co-deliver mental health research (E)
- Able to sensitively support and recognise need for support in others, taking into account principles of equality and diversity, progressing our commitment to become an anti-racist organisation (E)
- Adept communicator – both oral and written - using well developed skills including presentation abilities and writing for a variety of audiences, including academics, third sector organisations, policymakers, professionals and the public (E)
- Must take personal responsibility for own development by taking an active role in learning opportunities and be able to identify own learning needs (E)
- Must pay attention to detail as demonstrated through proof reading and accuracy in writing for different audiences (E)
- Highly organised and efficient, with the ability to manage competing priorities and work to deadlines (E)
- Experience of drawing on ‘expertise from experience’ in a work role (D).
- Excellent computer skills, particularly in using Microsoft Office software – Word, Power Point, Excel, Outlook (E)

### Experience
- Experience of working within a qualitative research team in any area of health (E)
- Experience of leading qualitative analysis and writing up the research into a report (E)
- Experience of building constructive working relationships with others, including senior managers, academics and other researchers (E)
- Experience of working with people with mental health problems and families / carers (E), preferably in a research setting (D)
- Personal experience of poor mental health and a willingness to consider how this experience
applies to or can be useful in a research context (E). It is McPin policy that people choose to use expertise by experience in ways they are comfortable and feel appropriate. This can vary by setting and context and can be used indirectly and well as directly.

Qualifications
- Appropriate level of education and qualifications in order to demonstrate clear ability in skills, knowledge and competency for this post (E). This will typically be a research Master’s degree or equivalent experience.