

Welcome to the McPin Foundation

Thank you for your interest in our organisation and this 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 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 two busy teams at the McPin Foundation. They will work with a team of researchers working on a range of studies. This includes an employment project in London with Black Thrive, and a study led by the University of Warwick exploring mental health, COVID-19 and inequalities (with a particular focus on racial inequalities). Both projects are using qualitative research methods. The post holder’s office base is our London office, but many staff are currently working remotely. This role also involves some travel (COVID-permitting).

You can find out more about us at www.mcpin.org.



Job Description	
Job Title: Peer Researcher	Prepared by: Deputy Research Director
Location: Head office/working remotely Head office 7-14 Great Dover Street, London, SE1 4YR	Closing Date: Tuesday 27 th July 2021 9am Interview Date: Week of 2 nd August 2021
Terms and conditions Hours: 37.5 hours per week Salary FTE: £27,925 per annum FTE Holidays FTE: 25 days plus 8 public holidays and 3 additional days at Christmas Employment status: Fixed Term for 2 Years Probationary period: 6 months Notice period: 8 weeks The post holder will be required to have enhanced DBS check.	
<u>About the job</u> The post holder will join a busy research team at the McPin Foundation. We conduct a range of research and evaluation projects, support other people to use expertise from experience in research, and provide support, training and consultancy to the wider mental health sector. Much of our work is conducted in partnership with universities, charities, public sector organisations and NHS and social care professionals. This is an opportunity someone who is looking to gain further experience in conducting mental health research. The successful candidate will support various research and evaluation projects, including an employment project with Black Thrive supporting people from the black community with multiple long-term conditions, and a study led by the University of Warwick exploring mental health, COVID-19 and inequalities. The successful candidate will be encouraged to take the lead in delivery of work. They will have a good understanding of research principles, perhaps through university studies, and an interest in health and social care, particularly mental health. Candidates should demonstrate their ambition and willingness to develop in this post. The candidate may wish to draw on personal experiences of managing mental health problems within the post. We strongly encourage Black People and People of Colour to apply as they are currently under-represented in our workforce. It will be important to have a strong interest in issues affecting Black People and People of Colour including the delivery of mental health services.	

It is essential that the post holder upholds the values of the organisation. We encourage people with direct experience of mental health problems to work for us, sharing their research skills as well as their direct experiences of managing mental ill health. In this post, the candidate will use experiences of managing personal mental health problems within research and involvement projects, as an 'expert from experience'. For more information about our approach to this, please visit our [website](#).

This post will involve a mix of working remotely and in our head office: 7-14 Great Dover Street, London SE1 4YR. Ideally, the postholder will be based in London or the surrounding regions. Occasional travelling in other parts of the UK may also be required.

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

- Work on two funded projects, both are based on qualitative research methodologies and focus on the topic of race and mental health.
- Support other research and evaluation projects, working alongside members of the team, this can include short commissions as well as larger projects;
- Work alongside people who bring personal experience of mental health problems to the research, as well as other intersectional life experiences, including experience as a family member/carer, and facilitating meaningful engagement in our work, using own lived experiences of mental health issues in the process where appropriate.
- Data collection, which may include qualitative interviews, focus groups, surveys, workshops and consultations.
- Data entry, transcription and other data management tasks
- Conduct literature reviews and scoping work including for the Black Thrive project, reading about 'systems change' frameworks and collective impact models
- Some qualitative and quantitative analysis as required
- Contribute to writing project reports and McPin methods papers
- Deliver presentations to the team, and to external stakeholders based on findings from our studies
- Work within relevant ethical and governance frameworks
- Contribute 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 at 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
- Work within McPin's principles, policies and procedures at all times.

The post holder will work on a wide range of projects and will have the opportunity to learn about different methods, both qualitative and quantitative.

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 prioritise and organise your own workload effectively. You deliver accurate, complete and well-presented work on time. You pay appropriate attention to detail. You understand and follow McPin's professional policies, procedures and quality standards. You use initiative and get on with your own work, but know when to ask for help. You evaluate the quality of your own work. You identify and report any problems, issues or errors made with work immediately to the appropriate manager and makes suggestions for improvement.



Involving

You build effective relationships with people affected by mental health problems and others in the course of delivering your work. With support, you involve stakeholders in projects and reflect on the impact. You make recommendations for how we improve involvement at McPin. You are able to draw on own lived experience if appropriate.



Inclusivity

You take into account all opinions and perspectives. 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 own behaviours on others. You act in accordance with our equality and diversity policy.



Collaboration

You collaborate with others to deliver our mission. You encourage colleagues to participate and give them time and space in which to do so. You notice when colleagues are struggling or in need of help, and offer help even when this is outside the bounds of your own role and responsibilities. You recognise and resolve tensions and disagreements with colleagues, seeking advice from your own manager when appropriate.



Caring

You show care for the wellbeing of everyone connected with us. Where you come across any concerns regarding the wellbeing of others in the workplace you bring this to the attention of the appropriate manager.



Leading

You have established ways of working within your project teams. You reflect and learn from others. You have an awareness of your own preferred ways of working and your impact upon others. You make suggestions for working in better or more effective ways, which are then put into practice.

Person Specification

E= Essential

D = Desirable

Knowledge

- Good understanding of mental health and the impact of mental health problems on people's lives (E)
- Good understanding of qualitative research methodologies (E); knowledge of quantitative methods used in social research would be helpful (D)
- Good understanding of research governance principles and be able to operate safely and ethically within required procedures (E)
- Understanding of intersectionality and a commitment to inclusivity and equity (E)

Skills

- Good inter-personal skills and work effectively within a small team (E)
- Adept communicator – both oral and written – and be able to write clearly for different audiences, including academics, third sector organisations, policymakers, professionals and the public (E)
- Confident presenting information at meetings, answering questions and preparing short presentations to use when promoting work to external audiences (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)
- Highly organised and efficient, with the ability to manage competing priorities and work to deadlines (E)
- Excellent computer skills, particularly in using Microsoft Office software – Word, PowerPoint, Excel, Outlook (E) – and a working knowledge of NVivo and SPSS or equivalent software (D)

Experience

- Personal experience of mental health issues, and ability to draw on 'expertise from experience' in a researcher role when appropriate (E). Experience of using mental health services (D)
- Able to sensitively support and recognise need for support in others, taking into account principles of equity, inclusion and diversity (E) and able to adapt approach according to different needs (D)
- Experience of applying qualitative research methods, either as part of advanced studies (Masters level or equivalent) or in another research context (E) Experience of applying quantitative research methods (D)
- Experience of conducting in-depth interviews (E) and other qualitative research methods such as focus groups (D)

- Experience of building constructive working relationships with other people at different levels of seniority within teams (E)
- Demonstrate an ability to manage own time, prioritise tasks and organise workload to meet deadlines (E)

Qualifications

- Appropriate level of education and qualifications in order to demonstrate clear ability in skills, knowledge and competency for this post. (E)