



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 several busy projects at the McPin Foundation. This post will consist of working on an ethnographic observation study in NHS Trusts (ETHOS), a review/study on the barriers facing parents and families in South London, and an evaluation of Maternity Mental Health Services to offer mental health assessment and intervention for women experiencing mental health difficulties. More broadly, you will join the research team and work on a range of evaluation and research projects. McPin also has a Public Involvement in Research team and a small Operations team, based in our offices in London (although currently working remotely).

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

Job Description	
Job Title: Senior Peer Researcher	Prepared by: Deputy Research Director
Location: Head office/working remotely 7-14 Great Dover Street, London SE1 4YR	Closing Date: Monday 6 th September, 9.00 am Interview date: w/c 13 th September 2021
<p>Terms and conditions</p> <p>Hours: 37.5 hours per week (1 FTE) or 30 hours per week (0.8 FTE) Salary FTE: From £31,925</p> <p>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</p> <p>The post holder will be required to have enhanced DBS check</p>	
<p><u>About the job</u></p> <p>The postholder will work on several projects.</p> <p>Firstly, the postholder will help to deliver an ethnographic study in several NHS Trusts, alongside researchers at the University of Cambridge (i.e., the ETHOS study). This will include planning each phase of the project and ensuring service user and carer involvement throughout. Secondly, the postholder will work on a review study of barriers facing parents and families. Thirdly, we will be conducting a qualitative evaluation of Maternity Mental Health Services in several London Trusts. None of these projects have started yet, but key relationships are in place.</p> <p>The role involves using your own lived experience of mental distress and 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. We are particularly interested in applications from people reflecting on their own lived experience of mental distress that relate to these projects. In this case, the post involves working with people in the perinatal period and working with parents and families experiencing difficulties. We encourage people to apply who have experiences that would make them ‘peers’ in this context.</p> <p>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 facing parents and families. Key aspects of this post include developing relationships with people from diverse communities, and using peer researcher methods, working alongside other peer researchers. 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.</p> <p>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.</p>	

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 with study teams across universities, funders, and NHS Trusts to plan, manage and complete studies
- 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 supportive 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 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)
- Detailed understanding of qualitative research methodologies (E), including ethnography (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 and observations (E) and creative approaches to explore narrative (D)
- 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, able to sensitively support and recognise need for support in others. (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)
- Excellent computer skills, particularly in using Microsoft Office software – Word, PowerPoint, Excel, Outlook (E)

Experience

- Experience of drawing on relevant 'expertise from experience' in a work role (D), willingness to draw on relevant 'expertise from experience' to the post (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 to demonstrate clear ability for this post (E). This will typically be a research Master's degree or equivalent experience.