**Role Profile: Youth Mental Health Navigator**

**Job Purpose**

Working for Mind BLMK, this role will provide individualised, one to one support to young people, aged 14-17 who are currently experiencing difficulty with their mental health and wellbeing. This post holder will be working closely with clinical colleagues in Child and Adolescent Mental Health Services (CAMHS) team offering hybrid in person and online support. The post holder will also be responsible for the development of pathways which enables young people to access services offered by the Voluntary and Community sector.

The Youth Mental Health Navigator supports young people who have been referred to the CAMHS front door/single point of access. These young people may have accessed medical, clinical or emergency services prior to being referred to Mind BLMK

The service is suitable for people who have mental health / wellbeing needs but are not felt to be at immediate risk of suicide. The post holder will ensure they have a good understanding of the services on offer by the Voluntary and Community sector, and other agencies, and will work with individuals to help them access services of their choice. The Youth Mental Health Navigator will offer mental health and wellbeing support in a safe and enabling service, supporting young people to explore their challenges and identify positive mental health coping strategies, resilience skills, distress tolerance and a solution focused approach to recovery that will help to future proof against potential repeated incidences of poor mental health

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| **Post no:** | 595 |
| **Closedown:**  | ***5pm 13th May 2024*** *(we reserve the right to close this advert early if enough suitable applicants apply)*  |
| **How to apply:** | Download Mind BLMK’s Employment Application form from the website (www.mind-blmk.org.uk) and submit your completed application to recruitment@mind-blmk.org.uk  |
| **Start date:** | ASAP |
| **Job title:** | Youth Mental Health Navigator |
| **Working base:** | Rushcourt, Bedford  |
| **Area covered:** | Bedford North  |
| **Reports to:** | Crisis Service Delivery Manager – Children and Young People  |
| **Contract type:** | Fixed Term – 1 year |
| **Salary:** | £23,800 FTE (Actual Salary £17,689.19 per annum) |
| **Contracted hours:** | 27.5 hours  |
| **Working days:** | Monday to Friday  |
| **Working hours:** | 5.5 hours per day between 09:00am – 9pm (Hours to be agreed) |
| **Flexibility required:** | Evenings and/or weekends depending on agreed hours. Flexible to the needs of the service and school times of young people.  |
| **Checks needed:** | Enhanced DBS and 2 satisfactory references |

**Job Description**

**Service Delivery**

* To be the first point of contact to receive referrals from CAMHS Single Point of Access (SPA) for young people needing mental health support.
* Assess the young person’s suitability for the service through assessment and manage and prioritise a caseload, in accordance with the needs, priorities and support required by the young person.
* Deliver focussed support to individuals experiencing difficulties with their mental health and wellbeing in line with the service delivery model and contractual requirements.
* To receive referrals including those from A&E, police, Ambulance, GP and NHS 111 Option 2 for people requiring mental health and wellbeing support and those who may be experiencing suicidal feelings, crisis or distress.
* Assess the needs of all referrals and refer individuals to the appropriate service(s) for support. These services will include internal Mind BLMK services, Voluntary sector, and other relevant community groups.
* Enable individuals to explore the situation that is affecting their mental health and wellbeing and work with them to co-produce a personalised support plan to help address their immediate needs.
* Take a holistic approach, based on the young person’s priorities and the wider determinants impacting on their health and wellbeing such as transitions, school life, social isolation, loneliness and caring responsibilities
* To support with effective referral routes in to and out of the service which break down any access barriers.
* To attend and contribute to regular Multi-Disciplinary team meetings within CAMHS and within external agencies.
* To work with CAMHS Crisis Team and the Samaritans, particularly for out of hours support for referrals who are in crisis or needing emotional support.
* Carry out health and safety responsibilities in line with Mind BLMK’s H&S policies, procedures and guidance (risk assessments, reviews, reporting, safeguarding, incidents/accidents, premises).
* Carry out responsibilities for the collection, updating, monitoring and reporting of service data in line with Mind BLMK’s contract and systems requirements and procedures.
* Identify and build good working relationships with community groups, relevant services and activities for partnership work and signposting, as well as keep updated information about them.
* To ensure the service delivers outcomes which supports individuals with mental health and wellbeing needs and achieves the service’s KPIs.

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* Identify and build good working relationships with community groups, relevant services and activities for partnership work and signposting, as well as keep updated information about them.
* When required and directed to by the Crisis Service Delivery manager to represent Mind BLMK at events and conferences to ensure an external presence to promote the services to increase awareness and access.

**General**

* Work within the ethos, vision and values of the organisation and in line with the organisation’s policies and procedures.
* Establish and maintain effective working relationships with the Mind BLMK team and relevant key post holders.
* Attend and contribute to meetings relevant to the role (own supervision, appraisal, staff, AGM, Influence and Participation and external as required).
* Commit to and complete training and qualifications identified for the role in line with organisational need, Staff Development and Training policies and procedures.

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| **Person Specification** | **Essential/****Desirable** |
| **Experience** |
| Minimum of 2 years’ experience working with young people (under 18) with mental health issues.  | E |
| Experience working with young people to improve their mental health and wellbeing and an ability to support clients to achieve positive outcomes in relation to their individual needs and wishes. | E |
| Assessing a young person’s needs and potential risks | E |
| Working in a small service within a wider organisation, including delivering a service against performance targets. | E |
| Working with internal and external colleagues to achieve shared outcomes | E |
| Using a dedicated database/system for recording of and reporting service data.  | D |
| Attending and participating effectively at multi agency meetings  | E |
| Experience of service promotion and development | E |
| **Skills, abilities and knowledge** |
| Knowledge of mental health conditions in Young People and how these might present in primary care and secondary care. | E |
| Understanding the wellbeing needs of and working with young people with mental health needs, including those from culturally diverse communities. | E |
| Establish and maintain constructive working relationships with a wide range of people. | E |
| Advanced interpersonal and presentation skills | E |
| Carry out assessments and 1:1s  | E |
| IT (MS Outlook, Word and Excel and internet). | E |
| Good literacy and numeracy skills. | E |
| Good communication, motivational and negotiation skills. | E |
| Valid driving licence and access to a car for work. | D |
| Knowledge of local relevant organisations, community activities and leisure facilities. | E |
| **Qualifications and training** |
| Willingness to work towards relevant qualifications | E |

Entitlements/benefits:

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| **Annual Leave** | 25 days (pro rata) |
| **Bank Holidays** | All (pro rata) as per April to March for each year – usually 8  |
| **NEST pension scheme** | Auto-enrolment (employer contributes 3%, employee contributes 5%) |
| **Health Plan** | Optional |
| **Learning and Development** | In-house and external as appropriate for the role. |
| **Flexible Working** | On request (in line with Mind BLMK policy on Right to Request Flexible Working) |
| **Disability Confident Employer signatory** | Mind BLMK has been annually assessed and approved as a Disability Confident Employer (previously “Two Ticks”) since 2008. |
| **Mindful Employer and Mindful Employer Plus signatory** | Mind BLMK has been committed to the Mindful Employer charter since 2008 ([www.mindfulemployer.net](http://www.mindfulemployer.net))  |