



LGBTQIA+ Young Women's Mental Health Officer

Job Description

Job Title:	LGBTQIA+ Young Women's Mental Health Officer
Salary:	£25,119 plus 6% pension
Hours:	35 per week, ability to work evenings and weekends is essential
Annual Leave:	32 days annual leave plus statutory days
Contract:	February 2025 for 3 years
Responsible to:	HERE NI Board of Trustees
Reports to:	HERE NI Director

About this project

The post holder will effectively support young LGBTQIA+ women (18-25) whose mental health/wellbeing needs would otherwise go overlooked.

Social factors and structural inequalities often exacerbate the mental health problems young LGBTQIA+ women encounter and can make it difficult for them to access resources and services.

This will be a sustained and fully integrated programme of support focusing on issues such as anxiety, depression, violence self-harming and more. Young women will have access to high-quality, age and gender specific mental health services. The project will network with other organisations to share learning so that the impact reaches beyond the beneficiaries of this project.

This work is funded by the Pilgrim Trust.

Key Tasks and Responsibilities/Job Activities

The role of the Officer will be to facilitate high quality, age and gender specific mental health services so participants have increased coping mechanisms and pathways and dedicated mental health support will be more accessible. This will be achieved through:

1. Delivery of an efficient, professional, age and gender appropriate friendly and effective service for young LGBTQIA+ women
2. The provision of health and wellbeing assessments to identify the needs of clients
3. Development of care plans with clients to meet their individualised needs
4. The provision of 1-1 support sessions with clients to assist with and review care plan implementation
5. The provision of 1-1 listening ear sessions
6. Advocating for clients to access the services they need through contacts and engagements with HERe NI, partner agencies and wider health and social care and community-based organisations
7. Facilitating emotional health and wellbeing and social health and wellbeing activities, workshops and programmes for LGBTQIA+ young women
8. The provision of ongoing engagement and support with young LGBTQIA+ women
9. Working with the HERe NI Senior Policy Development Officer to engage with relevant government departments to ensure that the mental health needs of young LGBTQIA+ women are visible in policy initiatives
10. Facilitating a steering group with young LGBTQIA+ women to ensure we are meeting their needs and to monitor the project

The post-holder will also be required:

1. To carry out referrals and signposting
2. To develop and maintain a wider partnership with key stakeholders to improve mental health and wellbeing outcomes for young LGBTQIA+ women
3. To provide guidance, support and information to a wide range of professionals within and outside the LGBTQIA+ sector
4. To design and implement evaluation and monitoring systems
5. To work in an integrated manner with other members of the HERe NI team
6. To maintain records and administration to HERe NI standards, including computerised records
7. Any other duties as reasonably required by HERe NI

Essential Qualifications & Experience

Either:

A third level qualification in a relevant subject (e.g. Social Work, Mental Health, Psychology) and two years paid experience in a similar role gained within the last 5 years

OR

Five years' experience within a similar role, specialising in the delivery of Adult Mental Health and Wellbeing services, within the last 10 years

And:

A full driving license with access to a car and/or the ability to fulfil the travel arrangements associated with this post

Essential Experience and Competencies

1. Proven experience of designing and facilitating mental health programmes
2. Good knowledge and understanding of equality issues impacting young LGBTQIA+ women
3. Experience of supporting and working with clients in a group setting and 1-1
4. Experience of developing care plans with clients
5. Experience of delivering workshops
6. Experience of signposting and networking with other organisations/services to offer further support for clients
7. Proven excellent written and verbal communication skills
8. Proven excellent IT competencies
9. Proven experience and understanding of confidentiality when working with clients
10. Experience of being able to work on your own initiative
11. Ability to work effectively as part of a team and build solid working relationships

Desirable Experience and Competencies

1. Experience of working in the LGBTQIA+ Sector as a volunteer or paid member of staff
2. Experience of working on health and wellbeing issues with LGBTQIA+ communities
3. Experience of working with young women
4. Aptitude to work effectively under pressure and to handle changing priorities to keep within deadlines

General

HERe NI requires all posts within the organisation to carry a degree of flexibility in their execution of duties in order to assist the development of the organisation. All responsibilities associated with contracted personnel will be carried out in line with the aims and objectives of the organisation and policies set out by the Board of Trustees. The above job description should not be viewed as an exhaustive list as other tasks may need to be undertaken as directed by the Line manager. Employees will be expected to be flexible in their approach to working hours, as evening and weekend work may be necessary.

HERe NI seeks to recruit a woman to this post. The lawful recruitment of a woman for the post falls within the exemption stated in Article 10 of the Sexual Discrimination (NI) Order 1976 (as amended).

As part of the Recruitment & Selection process it is necessary for HRE NI to carry out an Enhanced Disclosure Check through Access NI before any appointment to this post can be confirmed.