



Health and wellbeing development worker (Female)

Job description

This job is open to female applicants only, in line with the “occupational requirement” provisions as set out in Schedule 9, Part 1 of the Equality Act 2010.

Maan Somali Mental Health Sheffield is a community-based charity that has been acting as a bridge between the Somali community and mainstream mental health services for nearly thirty years. We employ a small team of workers. Due to the retirement of one of our very valued team we are seeking to appoint a new female Well-being and Development worker.

Job title: Health and Well-being development worker – FEMALE.

Hours of work: 28 hours per week

Salary: £23,004 (starting salary) - £25,188 for 28 hours

(35 hours FTE equivalent would be £28,756 - £31,486)

Leave entitlement: 43 days per year including bank holidays and Eid (pro rata)

Place of work: Maan office, 8 Paradise Street, S2 1DF and large proportion of time spent out in the community and accompanying service users to various other agencies.

Duration: This post is permanent subject to a successful six-month probationary period.

Accountable to: Maan Co-Ordinator in first instance and Maan trustees.

Pension – Employer paid 8% pension.

Key purpose of the job is to work as part of the Maan team in working with the Somali community to facilitate an improvement in its health and wellbeing. This role involves working as a core member of Maan Somali Mental Health’s staff team. This job involves providing one to one support to people experiencing mental ill-health. The role also includes supporting carers and families. In addition, the person undertaking this work will be involved in organising and delivering community-based workshops, as well as taking part in networking and partnership events /meetings.

Across these roles the Health and Wellbeing Development Worker (Female), will work closely with community members, healthcare professionals and other stakeholders to address health disparities, provide education and facilitate access to available services.

Health and Wellbeing Development worker (Female) will:

One to one support

1. Provide support for Somali individuals with mental health problems to access support and services.
2. Maintain Maan's existing high standard of confidentiality and respect, and person-centred approach.
3. Help Maan to act as a 'bridge' between the Somali community and local health and social care agencies.
4. To provide basic advice and information for adults with mental health problems and those experiencing post-traumatic stress including refugees and asylum seekers.
5. Help with interpreting, home visit and accompanying service users to hospitals and GP appointments.
6. Provide support during health -related crises, working with individuals, carers, and families to access the healthcare system.
7. Facilitate support groups to foster a sense of a community and mutual support among individuals with similar health conditions.
8. Conduct non-clinical mental health assessments to understand individuals' needs and develop personalised support plans, need assessment, and risk assessment and management plan.
9. Support individuals to receive a culturally sensitive support from Maan to access mainstream mental health services at an earlier stage and ensure their unique needs are met.
10. Maintain accurate records of service user interactions and progress, ensuring compliance with confidentiality and privacy regulations.
11. Facilitate and support individuals with mental health challenges so that they will have more opportunity to reach their potential.

Working with the community

1. Work to reduce the stigma, fear, and myths around mental ill health within the Somali community.
2. Contribute to develop and deliver a Somali community-based programme of training events which increases awareness of mental health conditions, and the support and services available.
3. Work to further development effective relationships with key local organisations, to improve access to services.
4. Contribute to map and build effective relationships with Somali community organisations.
5. Contribute to an effective monitoring and evaluation system.

6. Demonstrate and understand Somali culture and values to build trust with service users.
7. Work closely with mental health professionals, social workers, and community organisations to coordinate care and provide comprehensive support.
8. Connect with the Somali community and build relationships to promote awareness of mental health issues and available support services.
9. Bring Somali lived experiences together to share their experience and to support each other.
10. Create space free from stigma for those lived experiences and build their confidence.
11. Work with families to educate and involve them in the mental health support journey.

Working with Service providers

1. Contribute to training service providers to understand better the Somali community.
2. Support health professionals to increase their understanding of Somali culture, tradition, customs, and values and traditional approach to mental health issues.
3. Build health professionals' confidence/skills to deal with the cultural issues around Somali patients.

Team working

1. To work co-operatively and with care and respect with the small supportive Maan staff team, volunteers, and trustees.
2. To contribute to collective discussions, problem solving, and planning.
3. At all times to demonstrate the high standards of care, respect, compassion, and confidentiality that Maan has built up an excellent reputation for over many years.
4. To ask for help when you feel that you need it.

Other duties

1. To undertake any other duties, as reasonably required on occasion, to help Maan achieve its aims.
2. To work unsocial hours on occasion as required by the needs of service users (overtime is not paid but Maan operates a time off in lieu system)
3. Co- operate with Maan's internal systems around record keeping, timesheets, annual leave requests etc.

Personnel Specification:

Qualification, skills, and experience

[Desirable = D; Essential = E]

- Fluency in Somali and English Languages. [E]
- In depth experience and understanding of the Somali community [E]
- Demonstrated ability to work both independently and collaboratively within a team. [E]
- Excellent communication and interpersonal skills, with the ability to build trust and rapport. [E]
- Compassion, empathy, and the ability to work with individuals experiencing mental health challenges. [E]
- Strong organisational and time management skills. [E]
- Ability to work collaboratively with diverse teams. [E]
- Effective administrative & IT skills [E]
- Able to read and write in English for record keeping / note taking and email communication etc. [E]
- Flexible and adaptable to changing situations. [E]
- Patient, empathetic, and culturally sensitive. [E]
- Ability to maintain confidentiality and establish trust with service users. [E]
- Relevant education or certification in mental health support or related field [D]
- Experience of working with adults who have mental health issues. [D]
- Understanding of various mental health conditions and their impact on individuals. [D]
- Experience of supporting people experiencing mental and physical ill health to access available services. [D]

How to apply:

No CVs will be read or accepted. Please fill in the application form, first reading the guidance document, and email to admin@maansomalimentalhealth.org or post to

8 Paradise Street, Sheffield, S1 2DF.

How to access application pack?

Simply click on the link provided where you can download the application form, guidance notes for applicants, and the job description.

Alternatively, if you prefer to receive the application pack via email, you can send a request to admin@maansomalimentalhealth.org

Closing Date: Wednesday 21st February 2024

Shortlisted applicants will be invited to interview on 6th March 2024 at **Maan office ,8 Paradise Street, Sheffield, S1 2DF.**

For an informal discussion contact: If you want an informal discussion to find out more about Maan and the job, please send an email to admin@maansomalimentalhealth.org or call 01142758556 and leave a message clearly stating your name and phone number.