Organisation: Moray Wellbeing Hub CIC

**Role:** Experteer

**Closing date:** 10am 9th November 2020

**Location:** Moraywide

**Website:**[www.moraywellbeinghub.org.uk](http://www.se-legal.net)

The Moray Wellbeing Hub CIC is looking to add to its Experteer group as part of leading its innovative work. Our aim is to improve the wellbeing of people in Moray using activities that are founded on mutual peer support and an agreed set of values. We do this through delivering partnership activities such as training, awareness raising, supporting groups and individuals, as well as through setting up physical and virtual ‘safe’ spaces where people can share support and signposting.

Experteers support our core of directors to develop our organisation, increase our financial stability, grow and develop our human resources, give strong leadership on our values, moving on to identifying new areas of development. This team aims to be greater than the sum of its parts, representing a diverse range of life experiences, interests and core skills. Recruitment will be from the existing Moray Wellbeing Hub Champions and advertised widely to encourage new Champions to join and consider the role. It is also an excellent space for interested individuals to explore the potential of becoming a director before taking on legal and other responsibilities.

**Selection:**

Applicants to the role of Experteer will be decided by the existing directors supported by the existing Experteer group. There is no current number limit on the Experteer membership, but this may change in the future.

**Skills required:**

As we are looking for a team rather than a set of individuals, we will be looking for individuals that complement the existing director and Experteer skills to create a sustainable balance of practical and creative thinking, focusing on working well together as an authentic and supportive team. Of the two roles we seek to fill, one will specifically require skills and experience in business finance, the other may focus more on other interests and skills.

**Peer2Peer:**

You will be required to already hold a full pass in this course before joining the Experteer group. This course enables use of peer-support values and is central to our way of working. If you have a Peer2Peer Essentials pass or are willing to undertake a full course within the first 6 months, we can explore how to support you to achieve this.

We aim to attract individuals with skills & experience such as:

(**those in bold identified as areas of particular priority for this recruitment, but not essential**)

* **Finance, audit, accountancy and risk management**
* Experience and understanding of the Third Sector, in particular health (wellbeing and issue based such as drugs and alcohol) and age specific (**young people** / older people)
* Community engagement
* Human resources and organisational development
* **Social enterprise and/or community development**
* Policy and local government
* Campaigning
* Evaluation and research
* Marketing
* Retail
* Business development
* Working knowledge of governance and how effective boards operate
* **Managing change**
* **Creative approaches**
* client/customer engagement
* Partnership working
* **Strategic business planning**

**Core values & Agreement :**

Appointment will be based on completion of the application form, including a signed agreement, and suitable references (one from an existing MWH Champion). Key to selection will be ensuring that new Experteers embody the organisation values and support each other to do so.

**Moray Wellbeing Hub core values & principles**

Values *( HOW we work):*

|  |  |
| --- | --- |
| Authenticity | Open, honest and transparent communications. |
| Mutuality | Mutual respect and trust. |
| Community | A commitment to make best use of local resources & locality focus.  |
| Empowerment | Proactive in addressing negative power dynamics on wellbeing |
| Coproduction | A willingness to work with and learn from others. |
| Strength based focus | A commitment to being positive and constructive. |
| Respecting rights | Promoting equality and awareness of rights.  |

Principles *(WHAT we focus on):*

Peer-support Recognising the value of intentional, mutual and authentic sharing of life experiences in inspiring recovery and wellbeing.

Anti-stigma Recognising and challenging all forms of stigma related to mental health including self-stigma.

Recovery Living a full and meaningful life, as defined by an individual

Inclusion All people are embraced irrespective of race, gender, disability, medical or other need.

Interdependency Increasing connection and community as core to wellbeing for all, moving beyond concepts independence from support of others as a desirable and achievable goal.

To apply, please send a completed application form to:

hello@moraywellbeinghub.org.uk

**Please title the email**

**‘MWH CIC Experteer Application Form’**

**Deadline: 10am, 9th November 2020**