

**Organisation:** Moray Wellbeing Hub CIC

**Role:** Experteer

**Closing date:** 22nd March 2021 9am.

**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.

**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 are running the Peer2Peer course in April/May 2021 to ensure applicants who do not yet hold this can achieve a pass.

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

(**those in bold identified as areas of particular priority for this recruitment**)

* **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):*

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| 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 and a CV if relevant to:

millie@moraywellbeinghub.org.uk

**Please title the email**

**‘MWH CIC Experteer Application Form’**

**Deadline: 22nd March 2021 9am**

**Application: Moray Wellbeing Hub CIC – part 1**

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| **Personal Details** |

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| **Name:** |
| **Address (incl postcode):** | **Tel No 1 (preferred):** |
| **Tel No 2 :** |
| **Email:** |

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| **I confirm to the best of my knowledge that the information given in my application is correct and true.** ***By completing your name below and emailing the application form, this will be accepted as your signature.*****Experteers statement: I commit to the Experteers agreement, core values and joining the Protecting Vulnerable Groups Scheme (PVG Scheme) if required.****Signature: Date:** |

**Moray Wellbeing Hub project: Experteer expectations**

**Moray Wellbeing Hub Champions: Members of the social movement**

Individuals who have signed up as MWH Champions and who take action to support MWH aims. This does not necessarily require a time commitment or skills base, just a willingness to be part of an active team of peers and use peer-values to deliver CHIME in action.

Champions:

* Have experienced crisis or challenge in their wellbeing
* Want to support the Moray Wellbeing Hub by taking action
* Agree to take action to achieve CHIME through peer values – Mutual, Intentional, Authentic
* Endeavour to be aware of the key aims of MWH, the company’s progress and activities, and know how to signpost to more information
* Agree to give feedback on their experiences of being involved
* Agree to communicate **in advance**
* if requiring additional resources for project work (expenses, transport, leaflets etc)
* if planning to represent the organisation at any meetings or events

Experteers:

* Take a continuous personal development approach including attending regular MWH events.
* Treat fellow Champions with unconditional high regard
* Are open about being a Champion
* Commit to a minimum of 30min a week to keep in touch via Slack and email
* Commit to delivery of a min. of two focused tasks per year as part of short life working groups
* Volunteer a minimum of 4h a month in this role

**Application for Experteer: Moray Wellbeing Hub CIC – part 2**

Should applications be received that lack the core requirements or have insufficient information, the individual will receive strengths based support and feedback confidentially.

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| **Intent:** Why do you want to become an Experteer for Moray Wellbeing Hub CIC? |
| **Strengths:** What specialist skills do you feel that you can bring to the group if you were appointed?  |
| **Insight:** What challenges can you foresee in committing to this role? (For example, areas where you are aware of a lack of strength or external resources) |
| **Resources:** What have you in place to support your own wellbeing whilst carrying out your role? |
| **Reference 1:** Please provide a short statement of support from a fellow Champion that supports your application and shows your commitment to the values of the Moray Wellbeing Hub. (If you are a new Champion then please leave this blank for now)Referees Name (Champion):  |
| **Reference 2:** Please provide a second refereewho can support your application in terms of your valid skills for this role. Ensure that they are willing to be contacted regarding this application.Name:Contact details:Relationship: |