# Job Description

**Job Title:** Perinatal & Infant Mental Health Support Officer (PIMHSO)
**Hours:**  Negotiable between 20 & 25 hours per week
**Salary:** £31,200 Pro Rata
**Service:** Nurture the Borders Perinatal and Infant Mental Health Support Service
**Contract:** Fixed Term Contract until 30th September 2026
**Reports to:** Managing Director
**Location:** Borders Wide

**Job Purpose**

To deliver compassionate, high-quality support through Nurture the Borders Perinatal and Infant Mental Health Support Service by:

* Supporting parents and infants in achieving improved mental health and well-being outcomes, fostering resilience during the perinatal and infant stages.
* Actively contributing to the development and continuous improvement of the Perinatal and Infant Mental Health Support Service to meet evolving community needs.
* Managing a caseload of service users and providing practical and emotional support to parents experiencing mental health challenges during the perinatal period.
* Promoting self-care and well-being for service users while demonstrating the ability to maintain personal resilience and well-being in a demanding role.
* Collaborating with parents, families, professionals, and volunteers to create a supportive community for service users. Advocating for the importance of perinatal and infant mental health within the community, fostering awareness and reducing stigma.
* Facilitating group-based programmes, such as the Solihull Approach parenting programme, and contributing to data collection for evaluating outcomes.
* Supporting service users in achieving improved mental health and well-being outcomes, fostering resilience during the perinatal and infant stages.
* Aligning with the mission of Nurture the Borders by fostering a nurturing, supportive and inclusive environment for staff, volunteers and service users alike.

**Key Responsibilities**

1. **Referral Management:** Supporting our referral process through maintaining referral pathways and assess referrals, ensuring appropriateness for the service.
2. **Assessment and Planning:** Inducting parents into the service through assessments at home and collaborating to develop tailored support plans prioritising the needs of service users.
3. **Caseload Management:** Manage a busy caseload while effectively prioritising tasks and balancing competing demands, including lone and remote working.
4. **Service Delivery:** Provide one-on-one support, facilitate group sessions, to promote improved mental health and wellbeing outcomes and promote secure attachments between parents and infants.
5. **Volunteer Supervision:** Train and supervise volunteer befrienders, ensuring quality and alignment with service standards.
6. **Outreach and Advocacy:** Engage with community resources to signpost additional support and address barriers to access.
7. **Programme Facilitation:** Assist with organising and delivering parenting programmes and workshops, ensuring accessibility and engagement.
8. **Data Collection:** Maintain accurate records and gather data for service evaluations, audits, and reporting.
9. **Team Collaboration:** Contribute positively to a close-knit and supportive team environment.
10. **Safeguarding and Compliance:** Adhere to safeguarding policies and promote health, safety, and equality across all activities. Ensure strict adherence to data protection regulations, maintaining confidentiality of all service user information in accordance with GDPR and organisational policies.
11. **Personal Well-Being:** Demonstrate self-awareness and a commitment to self-care, effectively managing personal resilience in a challenging role. Reflect on personal experiences and manage emotional triggers to ensure service delivery remains professional and focused on the needs of service users.
12. **Work Under Own Initiative:** Demonstrate the ability to work independently, making informed decisions while ensuring alignment with service standards and objectives.
13. **Professional Development:** Participate in ongoing training opportunities, including the Solihull Approach and other relevant areas.
14. **Community Engagement:** Actively represent Nurture the Borders at events and forums, fostering partnerships with local organisations to promote awareness of perinatal and infant mental health issues.
15. **Mission Alignment:** Promote the values and mission of Nurture the Borders, ensuring service delivery reflects our commitment to supporting families compassionately and inclusively.
16. **Evolving Role Requirements:** As part of an evolving and responsive service, additional duties beyond those outlined may be required to meet the changing needs of the organisation and the service.

**Person Specification**

**Qualifications:**

* SCQF level 8 qualification or higher in a relevant field such as Social Care, Early Years, Health, Psychology (e.g., Nursing, Midwifery, Social Work); or equivalent experience.

**Essential Skills & Experience:**

* Demonstrated experience managing personal well-being and maintaining resilience in challenging roles.
* Strong understanding of mental health, perinatal emotional challenges, and the transition to parenthood.
* Proven ability to manage a dynamic caseload with competing demands, including remote and lone working.
* Compassionate, empathetic approach to supporting families and building relationships. Lived experience is not a prerequisite of this role, however candidates with lived experience of perinatal mental health challenges are encouraged to apply, provided they demonstrate professional boundaries and the ability to separate personal experiences from service delivery. We value both lived experience and relevant professional skills equally in this role.
* Proven ability to work under own initiative, demonstrating autonomy in managing tasks and responsibilities.
* Effective problem-solving skills and the ability to adapt to changing service needs.
* Experience facilitating group sessions and working with diverse stakeholders.
* Knowledge of safeguarding principles and ability to implement relevant policies.
* Knowledge of data protection principles and the ability to handle sensitive information with discretion and integrity
* Excellent communication, organisational, and IT skills.
* Ability to work independently and as part of a supportive, collaborative team.
* Full driving license and access to a vehicle that they will use for work within this role.

**Desirable Skills & Experience:**

* Familiarity with holistic and alternative support methods, such as mindfulness, or art therapy.
* Experience delivering peer support or mentoring programmes.
* Qualifications or experience in counselling, psychotherapy, coaching or clinical psychology.
* Knowledge of the Solihull Approach or similar parenting programmes.
* Experience with outcome measurement and data collection in service delivery.
* Familiarity with the Scottish Borders’ community resources and multi-disciplinary forums.
* Understanding of infant mental health and attachment theories.

**Personal Attributes:**

* **Personal Resilience:** Ability to manage own well-being effectively while supporting others in challenging situations.
* **Emotional Intelligence:** High levels of empathy, self-awareness, and interpersonal skills to provide compassionate support to service users.
* **Adaptability:** Ability to respond to changing priorities and needs with flexibility and creativity.
* **Problem-Solving:** Proactive in identifying challenges and finding solutions within complex or resource-constrained environments.
* **Team-Oriented:** A positive contributor who values collaboration and mutual support within a close-knit team.

**Organisational Culture and Values**

Nurture the Borders is dedicated to fostering a nurturing, inclusive environment that supports the well-being of both staff and service users. Our work is grounded in compassion, innovation, and mutual respect. We are committed to delivering services that empower families and contribute positively to our community. Candidates should share these values and demonstrate a commitment to aligning their work with our mission.

**Additional Information**

* Flexibility in working hours and remote working options are available where appropriate.
* Candidates will participate in regular supervision and reflective practice sessions to support their professional and personal development.
* We are committed to diversity and inclusion and encourage applications from individuals of all backgrounds and experiences.
* Training opportunities, including the Solihull Approach and other relevant professional development, will be provided. If not already qualified, candidates will receive training to become a Solihull Approach facilitator. Additionally, candidates will be supported with training in infant and perinatal mental health support, such as baby massage, doula support, psychoeducation, and other relevant areas to enhance their skill set.