



**Job Title:** Perinatal and Infant Mental Health Outreach Practitioner (PIMH Outreach Practitioner)

**Hours:** 21 hours per week

**Salary:** Pro Rata £31,200 FTE

**Service:** Nurture the Borders Perinatal and Infant Mental Health Outreach Support Service

**Contract:** Fixed Term Contract until 30th October 2026

**Reports to:** PIMH Team Lead/ Lead Practitioner

**Location:** Borders Wide

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## **Job Purpose**

The Perinatal and Infant Mental Health Outreach Practitioner will provide hands-on, compassionate support to families across the Scottish Borders. This role is practical and dynamic, directly engaging with parents and infants in their homes and communities to improve mental health outcomes and strengthen early relationships. Key responsibilities include: The Perinatal and Infant Mental Health Outreach Practitioner will provide hands-on, compassionate support to families across the Scottish Borders. This role is practical and dynamic, directly engaging with parents and infants in their homes and communities to improve mental health outcomes and strengthen early relationships. Key responsibilities include:

- Providing direct, one-to-one support to parents in their homes and community settings, helping them navigate perinatal mental health challenges and strengthen their resilience, from pregnancy through to their child's second birthday.
- Promoting infant mental health and fostering secure, nurturing early relationships between parents and their babies.
- Observing infant-parent interactions and offering guidance to promote secure, nurturing early relationships.
- Contributing to the development and ongoing improvement of the service to align with evolving community needs.
- Managing a caseload of families, providing both emotional and practical support tailored to their individual needs.
- Encouraging self-care and well-being among service users while maintaining personal resilience in a demanding role.
- Working closely with parents, volunteers, therapists, and the PIMH Facilitator to ensure holistic and integrated support.
- Delivering group-based programmes such as the Solihull Approach parenting programme, offering peer support opportunities, and tracking progress through service evaluations.
- Upholding the mission of Nurture the Borders by fostering a nurturing, inclusive, and supportive environment for service users, staff, and volunteers.

## **Key Responsibilities**

### **Assessment:**

- Conduct home-based assessments and develop tailored support plans in collaboration with service users.
- Carry out infant observations to support parents in understanding their baby's cues, responses, and early interactions.

### **Caseload Management:**

- Maintain a busy caseload, effectively prioritising tasks and managing competing demands, including lone and remote working.

### **Service Delivery:**

- Provide individualised one-to-one support and facilitate group sessions to promote well-being and secure parent-infant attachments.
- Support parents in fostering healthy, attuned, and responsive relationships with their infants.
- Work alongside parents to enhance resilience and emotional well-being during the perinatal period.

### **Collaboration & Teamwork:**

- Work closely alongside therapists, volunteers, and the PIMH Facilitator to ensure cohesive and integrated support for service users.

### **Volunteer Supervision:**

- Train and supervise volunteer befrienders, ensuring high standards and alignment with service values.

### **Community Engagement & Advocacy:**

- Connect service users with relevant community resources and remove barriers to access.
- Represent Nurture the Borders at events, promoting awareness of perinatal and infant mental health issues.

### **Programme Facilitation & Data Collection:**

- Assist in the planning and delivery of parenting programmes and workshops, ensuring accessibility and engagement.
- Maintain accurate records and contribute to data collection for service evaluations and audits.

### **Compliance & Safeguarding:**

- Adhere to all Nurture the Borders policies and procedures, ensuring consistency with the organisation's standards and practices.
- Adhere to safeguarding policies and promote health, safety, and equality within all activities.
- Maintain strict confidentiality and comply with data protection regulations (GDPR).

### **Personal Resilience & Development:**

- Demonstrate a commitment to self-care and reflective practice, managing personal resilience in a challenging role.
- Engage in ongoing professional development, including relevant training opportunities.

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## Person Specification

### Qualifications:

- SCQF Level 8 qualification or higher in a relevant field such as Social Care, Early Years, Health, Psychology, Counselling, Mental Health, Child Development, Education, Community Work, Occupational Therapy, or equivalent.
- **OR** Significant relevant experience working in perinatal or infant mental health, early years support, social care, or a related field in place of formal qualifications.

### Essential Skills & Experience:

- Strong active listening skills, with the ability to provide a non-judgmental and empathetic space for parents to share their experiences.
- Strong understanding of perinatal and infant mental health, attachment, and early parent-infant relationships.
- Experience managing a caseload and balancing competing demands, including lone and remote working.
- Ability to build trusting relationships with families in a compassionate and empathetic manner.
- Sound knowledge of safeguarding principles and ability to apply relevant policies.
- Ability to maintain clear professional boundaries, particularly for those with lived experience of perinatal mental health challenges.
- Strong problem-solving skills and adaptability to evolving service needs.
- Excellent communication, organisational, and IT skills.
- Full driving license and access to a vehicle for work-related travel.

### Desirable Skills & Experience:

- Knowledge of infant observation techniques and supporting parents in understanding early interactions.
- Experience facilitating group sessions and working with diverse stakeholders.
- Experience with alternative support approaches such as mindfulness or art therapy.
- Previous work in peer support, mentoring, or counselling settings.
- Familiarity with the Solihull Approach or similar parenting programmes.
- Knowledge of outcome measurement and data collection in service delivery.
- Experience in infant mental health, including theories of attachment and early relationships.
- Familiarity with Scottish Borders' community resources and multi-disciplinary forums.

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## Personal Attributes

- **Positive Outlook:** A hopeful and solution-focused mindset, with the ability to inspire confidence and optimism in service users and colleagues.
- **Resilience:** Ability to maintain well-being while supporting others in challenging situations.



- **Emotional Intelligence:** Strong self-awareness, empathy, and interpersonal skills.
  - **Adaptability:** Ability to respond to shifting priorities with flexibility and creativity.
  - **Problem-Solving:** A proactive approach to overcoming challenges within complex environments.
  - **Team Player:** A collaborative and positive contributor to a close-knit team.
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