**Health and Wellbeing Placement Worker**

OrganicLea is seeking to recruit a Health and Wellbeing Placement worker based at our Hawkwood plant nursery.

OrganicLea has always had a volunteer programme at its heart, with a commitment to seeking health-recovery referrals and participation from as broad a spectrum of people as possible. We have worked with mental health services, social workers, dieticians, occupational therapists and voluntary sector partners to take referrals. In the past few years this work has grown in breadth and rigour. We are a partner in the Waltham Forest Social Prescribing scheme and have invested time in developing better tools for measuring the impact of participation on all participants’ wellbeing. We aspire to increase the ongoing support we provide to health and wellbeing placements and to social inclusion across the volunteer programme.

The foundations are in place, but with this role we are looking for someone to bring new skills and inspirations, working as a peer alongside our Hawkwood engagement coordinator and site team to enable this work to achieve its full potential. This is a development role working from solid foundations to support the growth and enrichment of OrganicLea’s health and wellbeing offer. We are looking for a range of skills but essential is someone who can clearly demonstrate strong organisational and administrative skills, with casework experience in the health or other statutory sector, and working knowledge of mental health. You also need a commitment to working with people, sometimes in the hardest of places, and recognising the empowering role that local food contributes to community life and resilience. We want someone excited and work-ready to develop, implement and push forward this part of our work.

The main responsibilities are:

* Oversee OrganicLea's referral volunteer and activities work - including acting as single point of contact for referrals, interventions and signposting.
* Developing the health and wellbeing offer including building partnerships and leading the growth of this work.
* Lead responsibility for improving and overseeing systems that gather data and support rigorous monitoring and evaluation of health and wellbeing volunteering work.
* Leading on safe spaces and inclusive culture that enables all-coopconfidence in this area.

We are looking for someone to undertake the core duties outlined below at 2 days per week. However, this work is in an exciting development phase for OrganicLea and you will play a key part in this. Organiclea hopes to grow this work and this role WITH YOU. Over time, additional responsibilities could make the role up to 3 or 4 days depending on the applicant’s experience and skills. We will review this with the post-holder at 3 months and again at 7 month probation when we will assess days linked to budget and work generated overall in this area.

OrganicLea is a workers’ co-operative (currently 17 coop members in paid contracted roles) whose activities are managed by its members. We are recruiting for a coop member with this role, so you need to be able to contribute to OrganicLea’s governance and strategic development which can involve occasional paid and unpaid work in addition to your role hours.

* 2 days a week(14 hours) initially, flexible hours can be agreed
* Salary £24,374 pro rata
* Responsible to: OrganicLea workers’ cooperative
* Permanent contract subject to a 7 month probation period

**How to apply**

Please write a brief outline explaining why you are interested in joining OrganicLea, what experience and skills you can bring to this role – referencing the person specification below, your work and training history (this could be attached as a CV). Please also provide the name and contact details of two referees; your own contact details; information on any unspent convictions.

Please send applications to sunniva@organiclea.org.uk

**Deadline for applications: Midday Wednesday 24 July.**

Interviews will take place on Tuesday 30 July, with start date asap.

**Job description: Health and Wellbeing Placement Worker**

* Development and management of OrganicLea’s health and wellbeing volunteering and activity options with a focus on those referred through other services.
* Ensure all referred volunteers are well supported in roles that contribute meaningfully to OrganicLea’s aims.
* Improve and implement processes that enable OrganicLea to gather data from individuals to assess potential for development, support and signposting needs.
* Develop and maintain partnerships with referral organisations linked to health and wellbeing opportunities at Hawkwood, including representing OrganicLea in the social prescribing partnership.
* Lead on the development of Hawkwood as a place for recovery and green space connection, including beyond the market garden.
* Improve opportunities for peer support and other opportunities for participants’ progression within the volunteering programme – such as OrganicLea’s Buddy scheme.
* Lead reflective practice sessions and share information with colleagues to increase capacity for supporting referred volunteers and grow resilience in this area within the OrganicLea coop.
* Instigate and support funding applications for OrganicLea’s volunteering work.
* Contribute to the evaluation of OrganicLea’s whole volunteer programme, for the coop and for funders.
* Invite and record feedback from volunteers on their experiences and OrganicLea’s work in general – alongside other colleagues.

**As well as specific role responsibilities, we share responsibility for the running of OrganicLea as an organisation and limited company, which involves some additional paid or unpaid hours.**

**General Co-op responsibilities:**

* Participate in General Meetings and work teams of the cooperative and support the processes of consensus decision-making within the cooperative.
* All workers are required to monitor and mitigate financial, health and safety and other risks within their area of responsibility.
* Share responsibility for peer appraisal and support, facilitating meetings, minute-taking, and other organisation-wide tasks.
* Participate in the development of OrganicLea as a workers’ cooperative organisation, including contributing to the development of other related projects within the cooperative.
* Work together with other Co-op members and volunteers according to co-operative and permaculture principles. (For more information on these principles, see our website.)

Members are expected to abide by the Secondary Rules and policies of OrganicLea, work considerately and respectfully with all, and be willing to undergo training as deemed appropriate by the Co-op.

**Work colleagues and organisational structure**

In this role you will be a co-worker within the Hawkwood volunteering programme, which is part of a broader Training, Volunteering and Outreach team responsible for shaping Organiclea’s people work. Initially you will be working closely alongside Clare Joy, Hawkwood engagement coordinator, with the expectation that you will grow the work and innovate, taking on specific responsibilities within the growing health and wellbeing aspect of the Hawkwood site’s work.

Other key colleagues you will work with in the OrganicLea cooperative include: Faye Gordon (responsible for data gathering and reporting on contracts management; horticulture team leaders Ru Litherland, Gary Calder and Vi Figueiredo, who on a daily basis manage tasks in the gardens designed to include all; Brian Kelly, who oversees our London Borough of Waltham Forest Council partnership work (which houses some of the social prescribing links too); and Sunniva Taylor who has developed the social prescribing and wellbeing monitoring work to date.

**Person Specification**

**Essential experience, skills, abilities**

* Proven ability to hold vision and long-term strategic planning – with examples of innovative project outcomes working alongside marginalised communities.
* Significant experience in a case work role in the public, community or voluntary sector
* At least 2 years paid experience of working with vulnerable adults acting as a project lead.
* Knowledge and experience of mental health conditions and support services
* Experience in a role that involved partnership development and maintenance
* Demonstrable project coordination/management skills
* Ability to use and set up information systems effectively
* Strong IT skills particularly Excel spreadsheets
* Strong ability to work under own supervision, to manage and prioritise own workload and to meet deadlines, but also work as part of a team in a cooperative and sensitive manner
* Ability to enthuse and support people to grow food outdoors

**Commitment**

* Commitment to working within a cooperative structure
* Commitment to community empowerment, especially in diverse urban communities
* Commitment to environmental sustainability in all aspects of the work
* Willing to be DBS checked
* Clear visions and excitement about the opportunities to develop aspects of this work

**Desirable**

* Experience (or understanding) of cooperatives / non-hierarchical organisations
* Knowledge of local NHS organising structure and community provision in Waltham Forest / surrounding Boroughs – or an evidenced ability to learn and understand this quickly.