Head of Evidence and Impact (Scotland and Northern Ireland)

Permanent
Full or part-time (0.8 FTE)
Glasgow
Thank you for your interest in joining the superb team at the Mental Health Foundation.

This is a fantastic opportunity to join a growing organisation with an urgent and vital mission of prevention and promotion in mental health. For 70 years, we have been pushing forward the frontiers in our understanding of mental health. Interest has never been greater, and we have huge opportunities to make strides towards our vision of good mental health for all.

To achieve that vision, we are embarking on our next chapter with a new strategy for 2020-2025. We have the financial resources to achieve a transformation in our reach and impact. To do that, we need to build an organisation that lives its values and has a strong and diverse team that is dynamic, energetic and committed to working together.

We work to manage and prevent mental health problems. More resources are being dedicated to services and treatment which we welcome but the prevention of poor mental health now stands as one of the defining social issues of our time.

There is much more to do, and we are looking for an exceptional Head of Evidence and Impact (Scotland & Northern Ireland) to enable the Mental Health Foundation to be the most effective it can be.

In this document we present information about the Foundation and about this vital role. If you are up for the challenge, I hope you will get in touch.

Kind Regards

Mark Rowland, CEO
Our vision is good mental health for all. The Mental Health Foundation works to prevent mental health problems. We will drive change towards a mentally healthy society for all, and support communities, families and individuals to live mentally healthier lives, with a particular focus on those at greatest risk. The Foundation is the home of Mental Health Awareness Week.

Making Prevention Happen
Since 1949, the Mental Health Foundation has been the UK’s leading charity for everyone’s mental health. With prevention at the heart of what we do, we aim to find and address the sources of mental health problems so that people and communities can thrive.

The Foundation aims to promote good mental health for all through research, policy, innovation, and campaigning.

Our approach:
Tell the world
We publish studies and reports on what protects mental health and the causes of poor mental health and how to tackle them.

Find solutions
We test and evaluate the best approaches to improving mental health in communities and then roll them out as widely as possible.

Inform and empower
We give advice to millions of people on mental health. We are most well-known for running Mental Health Awareness Week across the UK each year.

Change policy and practice
We propose solutions and campaign for change to address the underlying cause of poor mental health.
Job purpose

The core purpose of this strategic new role is to position the Foundation as the leading research and policy charity in the sector in both Scotland and Northern Ireland. You will build and manage a research and policy team and consolidate our position as thought leaders with the media, government, academia and civil society.
JOB DESCRIPTION

Strategic
• Support the Director and Associate Director for Scotland and Northern Ireland to identify opportunities for new areas of work and key strategic partnerships.
• To take a leadership role, in developing, managing and delivering agreed projects
• Lead on drafting national policy reports, positions and papers – and be the primary link with the UK research and policy teams for pan-UK initiatives.
• Lead the development of academic articles, book chapters and other publications that enhance the reach and reputation of the Foundation’s research
• Lead the development of strategic university partnerships (including Queens, Ulster, Edinburgh, Glasgow, Strathclyde) identifying opportunities for research and knowledge exchange grants.

Managerial
• Build, manage and support a team of research and policy staff
• Build and maintain excellent and collegiate working relationships across the UK Foundation.
• Be a positive member of the Foundation’s UK leadership team, and the Scotland / Northern Ireland Management team

Operational
• To lead on the outcomes for research and policy in the department’s operational plan and make an effective contribution to the strategic objectives of the Foundation.
• Ensure that our research and policy is informed by the views and experiences of people with lived experience and achieves significant impact
• To ensure that Foundation policies and processes are followed in relation to project management, including budget management.
• To manage the delegated budget and management accounts for own area

Communication
• To work with external affairs colleagues to help tell a persuasive story of the Foundation’s
• To act as a positive ambassador for the Foundation in all opportunities, including through presentations, teaching, media engagements and partnerships.

• To represent the Foundation at conferences, working groups, coalitions and at parliaments.

• Represent the Foundation in the media in relation to evidence and research.

General
• To promote and support the achievement of the Foundation’s mission, goals and values.

• To maintain a high standard of probity in professional, personnel and financial matters, maintaining good relations with colleagues and external partners and to act in accordance with the foundation’s Code of Conduct and Dignity at Work policy.

• To uphold and promote the Foundation’s commitment to equality and diversity and the value of lived experience.

• To have due regard to safeguarding and health and safety issues and to provide leadership on these issues within the research team.

• To undertake any other duties as may reasonably be required.

This job description is not contractual and is liable to change over time
## PERSON SPECIFICATION

### Skills and Experience

#### Essential
- Demonstrably successful communication and influencing skills – credible at senior levels of government and academia
- Ability to write for – and present to - academic, policy and public audiences
- Experience and understanding of public health or mental health
- Ability to demonstrate passion for the mission of the organisation
- Experience of and skilled in forming and delivering strategy, providing clear and inspirational leadership and effective team management
- Experience of overseeing projects and ensuring they deliver on time and to budget.
- Effective ambassadorial and diplomacy skills, including multi-sector networking.
- Understanding of public policy at Scotland, Northern Ireland and/or UK levels.

#### Desirable
- Experience of producing evidence- and lived experience- informed work.
- Advanced research skills and analytical ability
- Able and willing to speak to media to communicate complex ideas clearly
- Ability to secure research funding, or contribute to research proposals

### Qualification

#### Essential
- Master’s degree in relevant field

#### Desirable
- PhD or substantial equivalent research experience
REQUIREMENTS OF ALL ROLES AT THE MENTAL HEALTH FOUNDATION

- Willingness to work flexibly to meet the reasonable needs of the Mental Health Foundation
- Commitment to working in accordance with the Mental Health Foundation’s values
- Prepared on occasions to work unsocial hours
- Self-sufficient in use of information and communications technology
- Ability to self-manage a full and varied workload.