



## Peer Development Project Worker (Maternity Cover)

Recruitment Pack  
January 2026



Tower Hamlets,  
Newham and  
Redbridge



# Mind in Tower Hamlets, Newham, and Redbridge

We're Mind in Tower Hamlets, Newham and Redbridge (MindTHNR), part of a network of over 100 local Minds who tailor trusted mental health services to the community. MindTHNR has been delivering services and support for people living in our community for over 30 years.

We offer a variety of services, included Mental Health Support, Well-being Groups, Talking Therapies, Employment Support, Advice and Information, as well as Advocacy services. We strive to provide services that adapt to the dynamic needs of our communities. We believe in collaborating with our communities in the production, design, and delivery of these services.

Our goal is to deliver inclusive services that are accessible to anyone who needs them and to ensure that no one has to face mental health issues alone. We are committed to meeting the diverse needs of our communities and actively advocate for addressing healthcare inequalities to ensure equitable access to services. As an anti-racist organisation, we are dedicated to promoting racial justice within mental health.



# Vision and Culture

## Our Vision

Mind in Tower Hamlets, Newham and Redbridge has a vision of a society where people with mental health and emotional needs are accepted and included without fear of stigma and discrimination. We want to work towards a society where our clients' needs and ambitions are supported. We believe that everyone has the right to access comprehensive services which enable them to reach their full potential and to work towards their recovery.

## Our Culture

We are committed to anti-discriminatory practice. We know that those who are accessing our services are most likely to be impacted by systemic inequality, so it is integral that we are challenging, championing and proactively removing barriers in all aspects of our work.

Our strength lies in the diversity of our staff, volunteers and clients. This allows us to continue to create the most supportive and culturally competent services for our community. Together we build spaces where everyone is embraced, trusted and valued so they can be themselves and fulfil their potential.

Through a listening & learning journey we have taken time to educate ourselves, we have made significant progress, however we know that there will always be work to do. Over the next three years we will set out a clear action plan to ensure that anti-discriminatory practice is embedded throughout our core five priorities areas. We will not stop developing, sharing and working on this culture and we take pride in our workforce and all they bring to MindTHNR.

# Our Values

## People first

Our staff and volunteers amplify the voices of those who need us most, to continue to meet changing mental health needs.

## Integrity

We are open and transparent in all our work, and accountable to our clients, volunteers, staff, funders and partners.

## Together

We believe the best outcomes come from working together. By sharing ideas, embracing new approaches, and valuing the voices of those with lived experience.

## Inclusivity

We challenge barriers put up by the system and create spaces for people to be authentically themselves.

## Compassionate

We believe everyone should be treated with compassion, so kindness and empathy sit at the heart of our trauma-informed approach.

## Co-production

Is at the heart of what we do, we ensure that people with lived experience of mental health shape our work.



# Our Benefits

## Connection

We have regular social lunches, away days, and celebrations throughout the year, with both our staff and community members.

## External Counselling Service and OH support

You can access 24-hour support via our external counselling service and if you do need any additional support, we can get specialist recommendations from our external Occupational Health provider.

## Pension

We offer a combined pension contribution of 8.5% (5.5% employee contribution and 3% employer contribution).

## Shining Star Award

A quarterly peer-nominated recognition scheme celebrating achievements in line with our values - the winner gets an additional day off.

## Blue Light Card and Tickets for Good

Employees can sign up for both schemes to access discounts (in stores and online) and for discounted (or free) tickets for shows and events.

*Pictured: Eid Celebrations (top) and Open House 30th Birthday Celebrations (bottom)*





# Role Overview

<b>Job title:</b>	Peer Development Project Worker (Maternity Cover)
<b>Reports to:</b>	Service Manager
<b>Salary:</b>	£28,974 per annum (pro-rated to £17,384.40 per annum)
<b>Contract:</b>	Fixed Term (12 months)
<b>Hours:</b>	22.5 per week (may include some evenings and weekends)
<b>Location:</b>	Our main office is in Open House, 13 Whitethorn Street, London, E3 4DA
<b>Hybrid working:</b>	Predominantly face-to-face work is required for this role, but there will be some flexibility to work from home 1 day a week to support with administrative tasks.
<b>Holiday:</b>	28 days + bank holidays
<b>Pension:</b>	8.5% combined pension contribution
<b>Deadline to apply:</b>	18 <sup>th</sup> February 2026 at 10:00am





## The Role

Mind in Tower Hamlets, Newham, and Redbridge (MindTHNR) has been commissioned to develop Peer Leaders (experts by experience) and support them in accessing employment support and training. This is an element of the larger Recovery and Wellbeing Service. This is an integrated service which will work under a Governance structure with Working Well Trust: Employment Service and ELFT: Recovery College. Our service model will ensure that people can access the “right support at the right time.” The development of Peer Leaders and establishing peer support are important elements of this.

The Peer Development Project Worker will adopt a strengths-based approach to recovery, focusing on developing service users through tailored interventions, employment, and training opportunities. The postholder will work closely with the Recovery and Wellbeing (Connecting Communities) team and the wider organisation to ensure personalised support and growth opportunities are available to all.

This community-facing role requires strong engagement and influencing skills to empower individuals, helping them build confidence, develop skills, and access employment, supporting their recovery journey. If you are passionate about providing support to individuals and are dedicated to promoting mental health awareness, we encourage you to apply.

# Job Description

## Peer Leadership and Training

- Design and facilitate training sessions and workshops that empower clients through personal and skills development, ensuring they are actively involved in co-produced service delivery.
- Collaborate with the Service Manager to develop and support Peer Workers and Volunteers, embedding this model across the service.
- Identify and support Peer Leaders and Volunteers in launching new initiatives.
- Conduct 1:1 meetings with Peer Leaders, staff, and other stakeholders to foster collaboration, connect with the community, and identify potential leaders from within the service and local community.

## Community Engagement and Coproduction

- Plan and implement community drop-in sessions for individuals at all stages of recovery, providing leadership and guidance throughout.
- Assist the Coproduction Coordinator in organising quarterly events, workshops, and anti-stigma activities.
- Ensure services are culturally sensitive and accessible to people from diverse backgrounds.

## Service Development and Advocacy

- Conduct interviews, surveys, and feedback sessions to gather input from local residents and service users.
- Contribute to service planning and development.
- Support the Service Manager and Coproduction Coordinator to influence wider mental health strategies in Tower Hamlets.
- Advocate for the needs, voices, and priorities of the local community.



# Person Specification

## Essential - Mission Alignment

- An understanding of the mental health field and an awareness of the needs of those facing mental health challenges, particularly within Tower Hamlets, Newham, and Redbridge
- A commitment to our values, culture, and anti-discriminatory practice

## Essential - Skills, Knowledge, and Experience

- To have attained a minimum Level 3 in Health and Social Care or equivalent.
- The ability to remain person-centred and hold one's own lived experiences when delivering peer support.
- Demonstrable experience of community development within multi-cultural communities.
- Demonstrable and substantial experience of working in mental health services.
- Working knowledge of the Peer Support Model.
- Experience of working with and supporting the development of Peer Volunteers.
- Experience of proactively utilising the wider Tower Hamlets offer and a good knowledge of both statutory and non-statutory services.
- Experience in managing and setting up events, activities, and training.
- Excellent written and verbal skills.
- Excellent interpersonal skills, with the ability to influence, negotiate and inspire.
- Ability to lead, empower, and support Peer Workers and Peer Volunteers from a wider range of backgrounds.
- Ability to work on own initiative and demonstrate the ability to organise own workload and set priorities.
- To be open to learning and find creative solutions.
- Excellent IT skills, including Microsoft Office and Database entry.

# Person Specification

## Essential - Skills, Knowledge, and Experience

- Sound judgement and the ability to handle competing priorities and a challenging workload.
- Demonstrable ability to engage with people from all backgrounds and a commitment to Equality, Diversity, and Inclusion practices.
- A proven track record of taking an innovative and solutions-based approach to challenges, whilst considering the thoughts and experiences of others.

## Desirable – Skills, Knowledge and Experience

*These are not a requirement for the role but would be an added bonus for us if you had:*

- The ability to speak a second language (Bengali, Somali, Polish, etc.)



# Application

## Requirements for the Role

- Right to Work in the UK (unfortunately, we cannot offer sponsorship)
- This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS)

**To apply, email your CV and responses to the following questions to [peopleandculture@mindthnr.org.uk](mailto:peopleandculture@mindthnr.org.uk)**

1. What is your motivation to work for MindTHNR, and what attracts you to this role specifically?
2. What relevant skills, knowledge and capability will you bring to MindTHNR?

**It's important that you answer these questions fully, showcasing examples of your skills and experience (both professional and personal) relevant to the job description and person specification.** We want to hear about your individual skills and experience, so please avoid using AI software or tools. We appreciate they can help with formatting/giving structure, but if your answers to these questions are very similar to those put through AI software your application may be disregarded.

**Deadline to apply: 18th February 2026 at 10:00am**

**Interviews:** 24th February 2026 (in-person)

Please let us know how we can make the recruitment process more accessible for you or if you would like us to send you the job pack in a different format by emailing the People team at [peopleandculture@mindthnr.org.uk](mailto:peopleandculture@mindthnr.org.uk).

