Wellbeing Manager

Hours: 21 hours per week

Salary: £28,00—£33,000 per annum (pro rata)

Interview dates: June 3-8, 2021

Location: Glasgow

Application deadline: June 1, 2021

Contract type: One-year contract

About Amma

Amma Birth Companions is a Glasgow-based charity that provides volunteer companions to birthing people facing significant adversity on their journey to parenthood. We mostly work with individuals in the asylum process.

Our mission is to create a supportive space where all birthing people feel seen, informed, and empowered in all aspects of their birth experience. Our vision is a safe, equitable, and holistic model of reproductive care that centres the voices and experiences of marginalised groups.

The Role

This new post will support the wellbeing needs of Amma's eight-person staff team and 30+ volunteers by creating opportunities for reflective practice and continuous education.

The postholder will ensure our staff and volunteers are fully supported to work with clients experiencing complex trauma. They will ensure the structures are in place to enable Amma to thrive as a healthy workplace.

The postholder will also be expected to manage monthly group learning sessions that not only provide ongoing training, but also strengthen relationships within the team.

Additionally, this role will provide guidance and support to the team around complex issues arising in service provision.

This postholder will:

- Provide direct support to birth companions and postnatal companions as they carry out their supporting role. This includes:

    - Providing emotional support and regular opportunities to debrief
    - Ensuring healthy boundaries in place between volunteers/clients
    - Promoting reflective practice
    - Offering constructive feedback and guidance

- Work with the Postnatal and Perinatal Service Managers to address any concerns around volunteer wellbeing or practice issues.

- Provide support and guidance to the Postnatal and Perinatal Service Managers and volunteers in dealing with complex issues relating to our clients. This may include sharing safeguarding officer duties.

- Identify training needs and devise content for monthly group learning sessions

- Work with the Head of Operations to ensure the structures are in place to foster a culture of wellbeing and good practice.

- Develop and manage an 'expert group' of volunteers with varied expertise to provide guidance and feedback on our work.

The post holder will report into the Head of Operations.

Other duties include:

- Engaging in monthly case file reviews
- Ensuring records are maintained in line with GDPR requirements
- Creating policies and procedures relevant to the role, as needed
- Supporting monitoring and evaluation processes

- Managing group supervision (currently provided by an external practitioner)

Qualities & Experience

Essential

The successful candidate will

- Be knowledgeable about trauma reactions, mental health issues, and the management and negotiation of complex situations involving staff/volunteer welfare
- Have 5+ years' experience supporting others to work within emotionally challenging roles
- Be knowledgeable about the perinatal period
- Be proactively committed to safeguarding and risk management, with experience of handling safeguarding concerns
- Have an open, nurturing, and non-judgemental disposition
- Have expertise in navigating relational boundaries and the ability to support others to navigate personal and professional boundaries
- Be a team worker

- Have an ability to manage conflict and complex situations sensitively
- Be knowledgeable about the social contexts and intersectional inequalities that can increase vulnerability
- Be aligned with the vision and values of Amma
- Be self-motivated, emotionally resilient, flexible, and able to effectively manage their own wellbeing

Desirable

Qualities and experience include:

- Relevant mental health qualification
- Expertise in perinatal mental health

How to Apply

To apply for this role, please submit your CV, covering letter, and details of references here.

More details

The post holder will work remotely until such time as Amma procures a permanent office space.

This role will be remunerated as an employee of Amma Birth Companions.

A PVG check will be required of successful applicants.

Amma is an equal opportunities employer. We welcome applications from diverse backgrounds, including those who may need accommodation to apply to join our team. Please contact Sarah Zadik by phone at 7704 153009 or email at sarah@ammabirthcompanions.org if you require accommodation at any stage in the recruitment process.

We actively encourage applications from people who identify as any or all of the following: Black or a person of colour; LGBTQ+; disabled; someone with lived experience of our client group.

We understand that experience and knowledge can be gained in many ways and not just through formal qualifications or institutions.

If you believe you fit the role and can evidence and demonstrate the skills we're asking for, we'd love to hear from you.