

Recruitment pack

THE BIG LiFE GROUP



Trainee Psychological Wellbeing Practitioner

This job changes lives



About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to-shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

Our values

- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

Working at Big Life

At Big Life, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with how our staff.

Be yourself

We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks – from menopause to neurodiversity, LGBTQI+ and more – create space to connect and support each other.

Benefits that matter

We offer more than a payslip – you'll find wellbeing support, 25-30 days' annual leave plus your birthday off, flexible working, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more – little extras to make life easier inside and outside of work.

Recognised as outstanding

We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

A culture of trust and flexibility

Our people describe our culture as relaxed and supportive. You'll be trusted to plan your own day, take breaks when you need, and work in a way that fits with your life as well as your role.

If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.



Job description: Senior Psychological Wellbeing Practitioner

The basics

Salary

£28,392 per annum (NHS Band 4 entry)

Hours

37.5 hours per week (Monday to Friday, between 8am and 8pm)

Contract

Fixed term for one year, with potential opportunities for continued employment

Annual leave

25 days, increasing to 30 days after five years

Base

You will be based within our East Cheshire service and will be expected to travel between offices, service-user venues and Liverpool John Moores University as required. While there are opportunities to work from home, this is not a fully remote role.

Line manager

Team Leader

Closing date for applications

Friday, 6 November. Applications may close early should we receive a high number of responses. The successful applicants must be available to start in post on 1 March 2027.

We recognise that AI tools can be useful in supporting job applications, for example by helping with spelling, grammar, structure, or clarity. However, the content of your application should reflect your own skills, experience, knowledge, and ideas. You may be asked at interview to expand on or discuss any part of your application.

What you'll be doing

As our Trainee Psychological Wellbeing Practitioner, you'll train to deliver evidence-based psychological interventions to support people experiencing common mental health difficulties, such as anxiety and depression.

Working as part of our Talking Therapies East Cheshire service, you'll develop the knowledge and skills to assess people's needs, understand their goals and deliver NICE-approved interventions that support their mental health and wellbeing.

You'll provide guided self-help through one-to-one appointments and group sessions, delivered in person, over the phone and online. You'll also work alongside other professionals and services to ensure people receive the right support.

Alongside your clinical work, you'll attend Liverpool John Moores University to complete your training. This is a demanding but rewarding opportunity that requires strong organisation, effective time management and a commitment to learning. You'll need to balance your clinical responsibilities, academic work and service-user safety, including completing some academic work in your own time.

Main duties

1. To use evidence-based tools and techniques to assess people's needs, identify goals and motivate them to make positive changes.
2. To manage a varied caseload of people experiencing common mental health difficulties.
3. To provide guided self-help interventions in person, over the phone, online and in group settings.
4. To support individuals and groups to identify and achieve their goals.
5. To collect, analyse and report performance and outcome data as required.
6. To build effective working relationships with external organisations, agencies and other professionals to support joined-up care.
7. To promote the service to local communities and partner organisations as appropriate.
8. To maintain accurate and up-to-date client records in line with service requirements.
9. To ensure quality standards are consistently met and contribute to successful audits.
10. To follow all statutory responsibilities, including safeguarding and information governance requirements.

Work-related expectations

1. To work within Big Life Group's mission and values.
2. To contribute to Big Life Group's development.
3. To ensure the safety of all people by adhering to safeguarding, information security and all other Big Life Group policies.
4. To commit to personal development and attend training or development activities as required.
5. To work in accordance with all relevant legislation.
6. To have a 'can-do' approach and attitude.
7. To participate in regular supervision, one-to-ones and an annual review.
8. To undertake any other duties as needed, appropriate to the post.

Person Specification: Trainee Psychological Wellbeing Practitioner

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at an interview or through taking part in a test.

Experience

1. A minimum of two years' professional experience, including:
 - a. Working with people facing a range of barriers and social issues.
 - b. Managing a caseload and maintaining accurate, up-to-date records using a database.
 - c. Supporting individuals and groups in different settings to achieve their goals.
 - d. Working with a range of agencies and organisations to develop effective relationships.
 - e. Supporting others in a coaching or supportive capacity.
2. Lived experience.

We welcome professional experience from a wide range of sectors, not just health and social care.

Skills

1. Using a client database, or the ability to learn how to use one effectively.
2. Supporting people to identify and achieve their goals and aspirations.
3. Managing a varied and complex workload effectively.
4. Working independently and taking responsibility for your own workload.
5. Managing time, prioritising tasks and staying organised in a busy, high-pressure environment.
6. Working across a range of areas, including housing, mental health, education and debt management.
7. Working collaboratively with professionals from different agencies and organisations to provide joined-up support.
8. Using IT effectively, including Microsoft Teams, Word, Excel and Outlook.

Knowledge

1. The challenges and barriers faced by people accessing mental health and wellbeing services.
2. The local community, including available services, community groups and local demographics.
3. Equality of opportunity and the importance of inclusive, non-judgemental practice.

Education

Applicants must meet one of the following entry requirements:

1. Hold an honours degree from a course taught and assessed in English.

Or

2. Demonstrate the ability to study at undergraduate Level 6, with a minimum Level 5 qualification.

Applicants applying through the Level 6 route must be prepared to complete a university entry essay before interview if requested by the university.

We welcome applications from people whose first language is not English. However, all applicants must be able to demonstrate English language proficiency through a relevant higher-level qualification from a recognised English-speaking institution or an appropriate standalone English language qualification.

Personal

1. Positive outlook and a can-do attitude
2. Personal resilience and flexible attitude in the face of difficulties
3. Ability to work flexibly, including evening or weekend work
4. Commitment to working towards Big Life's mission and values, including having a non-judgemental approach
5. Commitment to personal development and willingness to regularly update skills and experience



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thebiglifegroup.com