Recruitment pack

THE BIG LIFE GROUP



Trainee Psychological Wellbeing Practitioner

This job changes lives



Please note: the number of places available may change subject to funding

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.

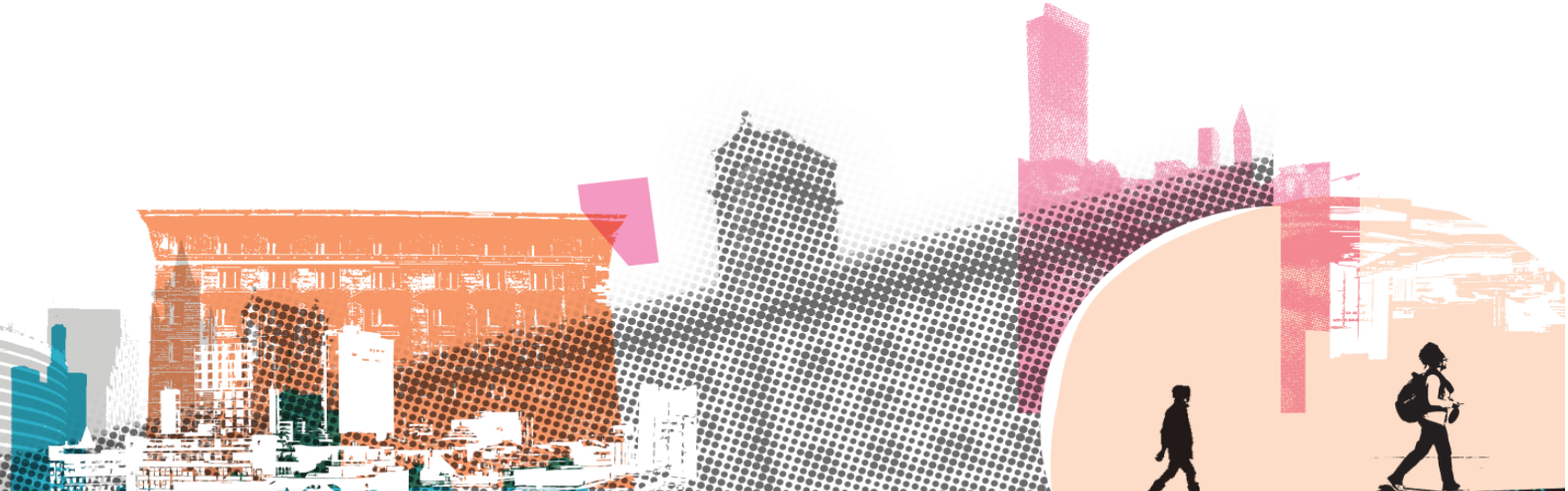
Recognised as outstanding

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: Trainee Psychological Wellbeing Practitioner

The basics

Salary
£28,392 (NHS Band 4 entry during trainee year)

Hours
37.5 hours per week during a one year fixed-term training contract.
There may be opportunities for continued employment thereafter.

Annual leave
25 days, increasing to 30 days after five years

Base
Although we provide opportunities for homeworking, this role is not fully remote. By applying for this post, you understand that you will be required to attend the University of Lancashire as required, and will be based in one of the following areas, with the expectation of travel between offices and service-user venues, subject to service needs:

- Manchester
- Stockport
- Heywood, Middleton and Rochdale

If invited to interview, we will ask you to list the areas in order of preference. However, we cannot guarantee you will be offered your first choice.

Line manager
Team Leader or Clinical Locality Manager

Closing date for applications
Thursday, 19 November 2026 at midnight.
Please note: this role may close early should we receive a high number of applications.

Interview dates
Week commencing 7-11 December. All interviews will be face to face.

Role start date
You must be available to start the post in March 2027. Exact date will be confirmed upon appointment.

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 a trainee Psychological Wellbeing Practitioner, you will train to deliver NICE approved interventions for the treatment of common mental health conditions.

You will work flexibly across your service area. Specific duties will vary from service-to-service, subject to service need.

You will attend university as required. We work alongside several universities and the university you attend will be determined by the service area in which you are employed. You will be responsible for making the necessary travel arrangements.

Key aspects of this role will include the handling of service-user safety, the need to complete academic work in your own time, and the requirement to work alongside other services and professionals in a timely manner. The ability to manage your time efficiently is essential.

Reasonable adjustments

Do you have a disability or additional needs? Please tell us and let's talk about what reasonable adjustments we can make to ensure our interviews are more accessible.

Main duties

1. Use evidence-based tools and techniques for assessments, goals and motivating clients
2. Manage a varied caseload of clients
3. Work with groups of clients to help them achieve their goals
4. Collate and analyse performance data as necessary
5. Develop effective relationships with a range of external organisations and agencies
6. Promote the service to communities and agencies as appropriate
7. Keep accurate and up-to-date client records
8. Ensure quality standards are adhered to and met, and that audits are passed
9. Ensure all statutory responsibilities are followed and reported as required

Work-related expectations

1. Work within Big Life's mission, values and ethos
2. Contribute to Big Life's ongoing development
3. Ensure the safety of all people by adhering to safeguarding, information security and all other Big Life policies
4. Comply with all Big Life policies and relevant legislation, including health and safety, data protection, and equality and diversity
5. Undertake regular supervision and an annual review
6. Commit to personal development and attend training or professional certification courses
7. Maintain a positive, can-do attitude and flexible approach to change and challenges
8. Undertake any other duties as required, 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

A) Minimum two years professional experience, including:
1. Working with people facing a range of barriers and social issues;
2. Managing a caseload of clients and keeping up-to-date records using a database;
3. Working with people on a one-to-one basis, and groups of people in different settings to help them achieve their goals;
4. Working with a range of agencies and organisations to develop effective working relationships;
5. Working with others in a supportive or coaching capacity;

(We welcome work experience from all professional fields, not only health and care).

B) Lived experience.

Skills

1. Able to use a database, or able to learn how;
2. Able to support clients to define and achieve their goals and aspirations;
3. Able to manage a varied and complex workload effectively;
4. Able to work autonomously;
5. Able to manage time, prioritise, and organise self within a busy, high-pressured environment;
6. Able to work well across a range of different subject areas, such as, but not limited to, housing, mental health, education and debt management;
7. Able to work with staff from a range of agencies and organisations to integrate services for clients;
8. Computer literate (familiar with using MS Teams and MS Office programmes such as Excel, Word and Outlook).

Knowledge

1. Knowledge of the barriers and issues facing our client group;
2. Knowledge of the local area your service is based in (community groups, services available as well as local demographics);
3. Knowledge and understanding of equal opportunities .

Education

1. Must hold an honours degree in an English-taught and spoken course.

Or

2. Must demonstrate ability to study at undergraduate Level 6.

Those eligible for the undergraduate Level 6 route must hold a minimum L5 qualification. You must also be prepared to complete a university entry essay prior to interview at the request of the university.

Note to applicants: we encourage applications from candidates whose first language is not English. Please be aware that for all entry routes, you must be able to show proficiency in the English language with a relevant higher-level qualification from a recognised English-speaking institution, or with a relevant standalone English proficiency 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