

The background is a solid dark blue color. Overlaid on this is a large, white, textured graphic consisting of two thick, interlocking circular lines that form a shape resembling a stylized infinity symbol or a figure-eight. The texture of the lines is grainy and resembles chalk or a similar material.

Lived Experience Interviewer

Project Description:

We are forming a group of people with lived experience of mental health challenges to help us in our recruitment process. No prior experience of interviewing is necessary. We will provide training co-created by other Lived Experience Interviewers that includes practical interview skills, recruitment law, technical IT knowledge and tips of getting the best out of interviewees.

Our Lived Experience Interviewers (LEI) will provide a unique first-hand perspective of what is needed from employees of a mental health organisation. They add value by judging how well applicants engage and communicate with people who have lived experience of mental health challenges.

Project Lead(s):

Salome Williams, Head of Quality & Evaluation, Jenny Wells, Head of HR, and Andrew Godley, Quality Lead.

Time Commitments:

Will need some flexibility. Depending on the role, interviews will last 40 mins to 1 hour, but several can be scheduled on one day.

How many people:

We estimate a team of six, but that will be under constant review to ensure there is a good balance between interviewers/interviews, meeting the needs of both the LEI's and the organisation.

Where will you be based?:

Interviews can be in-person at our High Wycombe or Chesham offices, but many are now done via Teams/Zoom.

Accountability and Responsibility:

Our LEI's are an equal member of the interview panel and will be part of the discussion to agree final scores for each candidate and whether to make an offer of employment.

Recognition and Payment:

LEIs will be paid for their time plus expenses. This will be detailed in initial conversations. A record of the work that you do on this project, along with the skills used/gained, will be stored on our database and will be available to the LEI if they need it.

Length of project:

This is an ongoing project that, together, we want to build to be sustainable, meaningful and indispensable for the running of Buckinghamshire Mind.

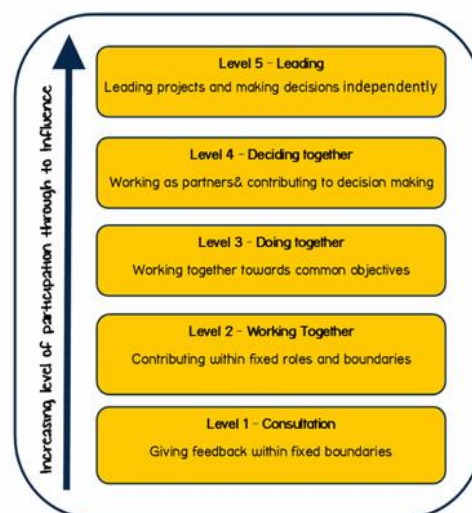
Contact/Supervision/Support/Accessibility:

Contact/Supervision: There will be the opportunity to meet as a group of LEI's. This will be decided as a group and could be in-person, virtual or chat-based (i.e WhatsApp). There will be time before and after an interview to talk to the lead manager to discuss any issues/give feedback.

Support: Will be based on individual needs and will be discussed during induction into the group. The LEI will attend our interview skills training before undertaking any interviews.

What do we hope to get from this work?:

Methods and Levels of Influence and Participation



Buckinghamshire Mind wants to include meaningful Influence and Participation in all areas of the work we do. This will take different forms and fall into different levels of the National Mind Levels of Influence and Participation (see left)

LEIs provide a unique first-hand perspective of what is needed from employees of a mental health organisation. They add value by judging how well applicants engage and communicate with people who have lived experience. Our LEIs will be an equal member of the interview panel and will be Deciding Together (see Level 4 of the diagram above).

How to apply:

Email influenceparticipation@bucksmind.org.uk to express your interest and one of the project leads will contact you to answer any of your questions.

Who would be a good fit for this project?:

Someone who:

- Has lived experience of mental health difficulties (diagnosed or undiagnosed).
- Can commit to attending interviews with a few weeks' notice.
- Has a good level of communication and listening skills – specific training will be given.
- Is open to working as part of a team and passionate about working together to improve Buckinghamshire Mind services.
- Is able to access a telephone, emails and the internet.



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