

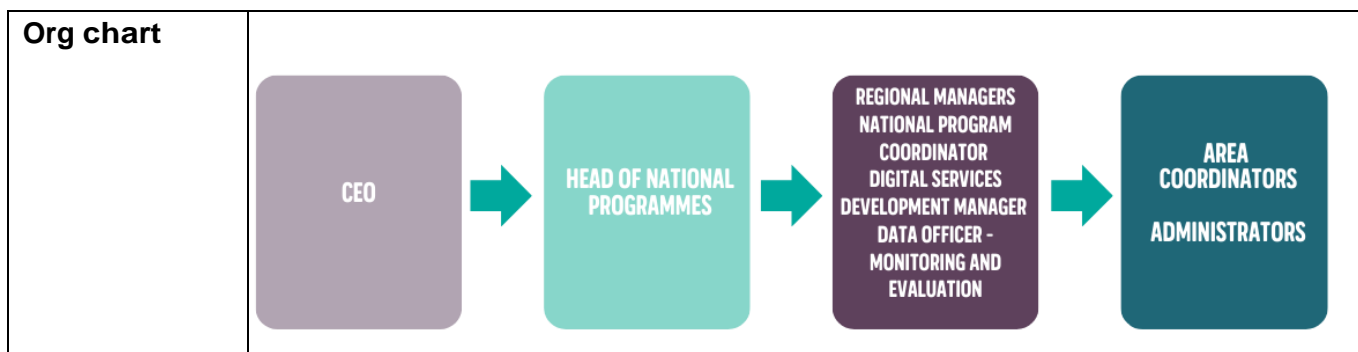


Our vision is an Ireland where no one needs to navigate mental health challenges or life's struggles alone.

Role	Head of National Programmes
Reporting to	CEO
About Grow	<p>Grow Mental Health (Grow) is a community of people drawn together by our first-hand experience of mental health challenges. With over 60 years' experience supporting people in personal growth and recovery, we provide a space where people can tell their story in a confidential and friendly setting.</p> <p>Using a world renowned, evidence-based program, our members meet weekly, establish friendships, and begin their unique journey towards mental wellbeing. Funded by the HSE and fundraising activity, Grow operates through a national network of peer support groups that encourage positive action through shared wisdom and practical guidance. Meetings are weekly, are confidential, open to all individuals over 18, no referral is needed.</p> <p>Employees work directly and indirectly with Grow groups and members of the public. The main types of direct work are encouragement of the peer support process which includes group member empowerment, connecting to resources, experiential sharing, building community, relationship building, group empowerment, skills building, mentoring, goal setting, self-esteem building and socialisation. The main types of indirect work are group planning and development, administration, awareness raising, fundraising, team communication, supervision, training, providing support, education, information gathering and verification.</p> <p>Whatever the role, Grow expects its employees to be familiar with the essence of the Grow community, that each individual is a unique and valuable person with potential to Grow. Grow employees are highly valued members of the Grow community, contributing their knowledge and skills and growing in expertise in their role.</p>
About the Role	The purpose of the role is to work directly with the SLT, the National Programme Committee and other members of the Regional and National support teams to lead the workplan driven by the organisation's strategic plan and objectives.

Guidance and Authority	<p>The job holder will report to the CEO and is expected to operate with autonomy. They will also work closely with the National Programmes Committee and attend those meetings. The CEO will be responsible for agreeing the priorities for this role in consultation with you. The nature of matters referred upwards include those;</p> <ul style="list-style-type: none"> - where significant resistance is experienced in the development of good practice and implementation of policy or strategic objectives - where practice or proposed practice places stakeholders in a position of risk - where the decision will have a significant impact on the workload of others
Key Responsibilities	<ul style="list-style-type: none"> - Develop and Deliver on the Strategic Objectives in conjunction with the CEO, the National Programme Committee and regional programme teams - Line management of the Regional and Digital Services Development Managers, The National Programme Coordinator, Volunteer Co-Ordinator and Monitoring and Evaluation function - To ensure the health, safety, and welfare of your staff teams - Oversight of quality and safety issues in your area of responsibility and report to the CEO on same - To drive engagement in conjunction with the People and Culture Manager - Building organisational capacity and compliance with relevant regulatory and statutory bodies - To support the CEO to develop and deliver a succession plan to meet future growth and changing demands - To support and promote an open knowledge-sharing environment, building knowledge and capacity throughout the organisation. - To support the provision of leadership within regional programme teams throughout your area of responsibility - Other legislative administrative activities
Other Information	<p>In addition to the duties and responsibilities listed above, the role holder may be required from time to time to perform other duties as deemed reasonable and necessary by the employer. The job holder may also be required from time to time to work or attend training/meetings at another location. As much notice as is reasonably practicable will be given of any such requirement/ change.</p> <p>At Grow, we are committed to our mission to create new hope and meaning by empowering people to develop their own positive mental health and it is important that all team members share our values of hope, connection, inclusion, integrity, change and support.</p>

About You	<ul style="list-style-type: none"> - Educated to QQI Level 8 in a relevant discipline - Knowledge of Community and General Mental Health in Ireland is desirable - Excellent relationship building and people management skills - Excellent written and oral communication skills - Excellent interpersonal and networking skills - A flexible and resilient character - Motivated self-starter - Ability to work with often conflicting priorities and on one's own initiative - Organising and Planning
Terms	<ul style="list-style-type: none"> - €69,256 per annum for 35 hours week. - 25 days annual leave and to 27 days after 5 years - Contributory Pension - Flexible working hours - The ability to work remotely from home - A contributory pension - Mileage allowance - Tuition assistance



The information contained in this job description is a true and accurate reflection of the job as at the date specified.

Signed:

Date: