

**WELLBEING CHAMPION JOB DESCRIPTION**

**JOB TITLE:** Wellbeing Champion – Scotland

**TERM OF OFFICE:** 2 years

**RESPONSIBLE TO:** Associate Registrar for Wellbeing and Retention

**WORKING WITH:** Associate Registrar for Wellbeing and Retention, Head of Training & Workforce Operations, Wellbeing Champions’ Network and the Choose Psychiatry in Scotland (Scottish Workforce) Committee

**ELECTED/APPOINTED:** Appointed

**TIME COMMITMENT:** 1 day a month (0.5 PAs a week)

**NATURE OF ROLE:** Voluntary

**JOB PURPOSE**

To raise awareness and knowledge at Scottish national and local levels of the individual and systemic factors that impact on Wellbeing, in addition to promoting RCPsych, local and national resources and gathering feedback from the frontlines on current challenges and areas for improvement.

**KEY RESPONSIBILITIES**

The role of Wellbeing Champion is currently in development. As this is a pilot programme, we wish to work with the Wellbeing Champions to design the training programme and the deliverables for the project. We anticipate responsibilities will include:

* Raising awareness, offering support and promoting best practice with regard to wellbeing matters in Scotland;
* Working, as part of the Choose Psychiatry in Scotland Committee, with an established group of Scottish members with an active interest in wellbeing issues in Scotland;
* Developing the presentation and format for delivery in Scotland;
* Facilitating the presentation and/or workshops up to three times a year;
* Gathering and providing feedback on issues and concerns regarding workforce wellbeing in Scotland;
* Networking with other Wellbeing Champions to share best practice and provide peer support;
* Attending Wellbeing Champions Network meetings (up to three per year);
* Advising on the ongoing Wellbeing Champions strategy and helping to revise the programme;

**LOCATION**

We intend to appoint 12 Champions based across the UK (one from each Division and Devolved Nation in addition to a representative from the Psychiatric Trainees’ Committee).

**PERSON SPECIFICATION**

The post holder should:

* Advocate for better workforce wellbeing support and processes (demonstrable evidence of this is desirable);
* Be a dynamic communicator, with excellent presentation skills;
* Be a good listener and able to give advice and support effectively;
* Be able to cultivate and maintain networks to support their wellbeing work;
* Be willing to learn and proactively seek out information and resources to supplement their knowledge.

We encourage colleagues from across all career grades and at different transition points in their career. We hope to have a broad, diverse group of Wellbeing Champions and we hope to have a wide representation of all doctors working in psychiatry.

**THE COLLEGE VALUES**

**Courage**

* + Champion the specialty of psychiatry and its benefits to patients
  + Take every opportunity to promote and influence the mental health agenda
  + Take pride in our organisation and demonstrate self‐belief
  + Promote parity of esteem
  + Uphold the dignity of those affected by mental illness, intellectual disabilities and developmental disorders.

**Innovation**

* + Embrace innovation and improve ways to deliver services
  + Challenge ourselves and be open to new ideas
  + Seek out and lead on new, evidence‐based, ways of working
  + Have the confidence to take considered risks
  + Embrace the methodology of Quality Improvement to improve mental health services and the work of the College.

**Respect**

* + Promote diversity and challenge inequalities
  + Behave respectfully – and with courtesy – towards everyone
  + Challenge bullying and inappropriate behaviour
  + Value everyone’s input and ideas equally
  + Consider how own behaviour might affect others
  + Respect the environment and promote sustainability.

**Collaboration**

* + Work together as One College – incorporating all members, employees, patients and carers
  + Work professionally and constructively with partner organisations
  + Consult all relevant audiences to achieve effective outcomes for the College
  + Work together with patients and carers as equal partners
  + Be transparent, wherever possible and appropriate.

**Learning**

* + Learn from all experiences
  + Share our learning and empower others to do the same
  + Value and encourage personal feedback
  + Use feedback to make continuous improvements
  + Create an enabling environment where everyone is listened to, regardless of seniority
  + Positively embrace new ways of working.

**Excellence**

* + Deliver outstanding service to members, patients, carers and other stakeholders
  + Promote excellent membership and employee experience
  + Always seek to improve on own performance
  + Promote professionalism by acting with integrity and behaving responsibly
  + Demonstrate accountability in all that we do
  + Uphold the College’s ‘Core Values for Psychiatrists’.

May 2021