

Royal College of Psychiatrists Job description

Job title:	Presidential Lead for Work, Housing, Money
Term of office:	Co-terminus with President (September 2026 – July 2026)
Responsible to:	President
Working with:	
Governance	President and other College Officers
Management	Chief Executive, Head of Public Mental Health Implementation Centre and other College staff as required
Responsible for:	Presidential Scholar for Work, Housing, Money
Elected/appointed:	Appointed
Scope:	UK-wide
Time commitment:	1 PA per week
Salary:	Unpaid/Voluntary

Job purpose

To support the President and College Officers in developing and delivering a strategic programme of work focused on employment, housing and financial wellbeing as key determinants of mental health. The postholder will provide leadership on improving adoption of evidence-based approaches within mental health services and partner organisations and champion practical implementation, service improvement and partnership working.

Key responsibilities

- Improve organisational use of evidence-based approaches around work, housing and money.
- *Develop an evidence-based plan for the College to influence and promote the understanding of improving the use of evidence-based approaches around housing, work and money and its correlation with mental health outcomes*
- To align the plan strategy with existing College initiatives and policy,
- Work with multiple stakeholders to identify opportunities to address the wider determinants of mental health
- Work with staff and members of the College across the four nations of the UK to tailor activities to the specific national contexts the College works across the UK
- Promote routine consideration of employment, housing and financial wellbeing within psychiatric assessment, care planning and service delivery.
- Identify variation in practice and support the spread of evidence-based interventions.
- Support understanding and implementation of Individual Placement and Support (IPS) and other employment interventions.
- Understand the implementation challenges of routinely having conversations with patients about work, housing and money.
- Develop practical guidance for clinicians on discussing debt, financial vulnerability and access to support services.
- Work collaboratively with occupational health services and occupational medicine partners to improve access to meaningful occupation and employment.
- *To inform policy and other influencing briefings, meetings and relevant documents*
- *To support the President as one of the College's primary experts on work, housing and money, including [but not limited to] representing the College at stakeholder meetings, events, responding to college-wide and external enquiries, and in the media [subject to alignment and the communication strategy].*
- *Managing the work of a Presidential Scholar*

Person specification

Essential

- Must be a Member, Fellow or Specialist Associate of RCPsych
- Strong understanding of the relationship between employment, housing, financial wellbeing and mental health.
- Knowledge of evidence-based approaches that address wider determinants of mental health.
- Experience of service improvement, implementation or quality improvement.
- Excellent communication and influencing skills.
- Experience of working with a wide group of stakeholders, including patients, carers and the public

- Ability to work effectively across the differing health, care and policy contexts of England, Scotland, Wales and Northern Ireland.

Desirable

- Experience of working on policy and/or research
- Contemporary experience of working in UK mental health services and an understanding of devolved health care and justice
- Strong understanding of the relationship between employment, housing, financial wellbeing and mental health.
- Track record of leadership at a national, regional or organisational level.

Scope

Some member roles have a global or UK-wide remit, whereas others are nation or region specific. If your role has a UK-wide remit, please be aware that health and social care, education and training, local government and some taxation are all devolved areas in Northern Ireland, Scotland and Wales. Justice and policing are devolved powers for Scotland and Northern Ireland. To reflect this, the RCPsych has Devolved Councils and structures in each nation which lead the College's engagement on these matters, and devolved policy can often vary to meet national requirements.

If you have any questions or need any guidance about the situation in any of the four nations, please speak to your College staff contact.

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'.

INTERNAL COLLEGE CONTACT:

- Department: National Collaborating Centre for Mental Health (NCCMH)
- Name of Contact and Email: Tom Ayers, Tom.Ayers@rcpsych.ac.uk
- Job Title: Director of NCCMH