



JOB DESCRIPTION / PROFILE

Job Title	PICT Trainer With Lived Experience
Payband/Grade	5
Directorate	Working Age Adults
Job Description Reference	
Responsible to	

My job makes better lives by working to deliver on our aspiration to ensure that we provide outstanding quality care and support. The post holder will bring lived experience and knowledge of personality disorder or difficulties to support the delivery of consultation and training to the wider primary care system, focusing on the upskilling of a wide range of professionals and teams, helping them to understand and work with compassion and confidence with people with traits, or a formal diagnosis of, personality disorder. The post is within the PICT (Psychologically Informed Consultation and Training) team

Job Overview to be a core member of the multi-disciplinary PICT team, supporting the implementation of consultation and training to staff working across the primary care network with people with personality disorder, bringing a lived experience perspective to the design and delivery of those trainings and consultations

Personality Disorder Primary Care Pathway

Surrey Heartlands is one of 12 Early Implementer sites for the NHSE led Community Mental Health Transformation Programme. Part of this work involves transforming services for people with traits of or a diagnosis of personality disorder. SABP working closely with colleagues and services across the system is leading the development of new models and approaches including the provision of Managing Emotions Psychoeducation courses directly accessible from primary care, Psychologically Informed Consultation & Training (PICT) and access to the Service User Network, peer support groups for people with difficulties associated with personality disorder. This role will work as part of the PICT team to support the implementation of consultation and training across the Primary Care network bringing a lived experience perspective to the work in order to increase the understanding and skills of the multi-agency and multi-disciplinary workforce.

[For a better life](#)

NHS Competency	Level
Communication	3
Personal and People Development	2
Health, Safety and Security	3
Service Improvement	2
Quality	2
Equality and Diversity	3
IT Skills	3
Statutory Requirements	
NONE	

Personal Competencies	
Interpersonal Sensitivity	3
Courage	3
Teamwork	3

Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

Qualifications required/desirable

- Degree level of education (Desirable)
- Training or teaching qualification (Desirable)
- Driving licence suitable for use in the United Kingdom
- Access to a vehicle for work purposes

Experience required/desirable

- Knowledge regarding personality disorder, obtained through living with personality disorder and working within mental health services.
- A minimum of one years' experience delivering education and/or training in a mental health setting i.e. Recovery College, mental health services, third sector etc. or an educational setting related to mental health.
- A minimum of one year of using your lived experience of personality disorder in a work role
- Experience of working in and across multidisciplinary teams (desirable)
- Experience of supporting and leading others in a work setting (desirable)
- Project management (desirable)

Skills required

- Ability to confidently train online and face to face
- Ability to work collaboratively and autonomously
- Ability to self-reflect and to enable self-reflection in others
- Capacity to respond sensitively to the distress of others
- Ability to identify and take steps to support own wellbeing.

Key Responsibilities

- To co-deliver PICT trainings, alongside a PICT psychologist or psychotherapist.
- To provide expert consultations to primary care staff on working with people with personality disorder, alongside a PICT psychologist or psychotherapist
- To contribute towards the development and evaluation of PICT trainings and consultations.
- To promote the PICT service across a wide range of teams through co delivering presentations to a wide range of professionals on the work of the PICT team.
- To contribute to the general development of the PICT team, which is a relatively new service.

- To attend regular meetings linked to the delivery of the service.

Suitable for someone who is passionate about using their lived experience of personality disorder to support teams and professionals working with this client group to increase their knowledge, understanding and awareness. The role will require a degree of autonomy, creativity and flexibility to support the implementation and delivery of PICT across the wider primary care system. We are now moving to a blended approach of remote and face to face working and as such applicants will be expected to be flexible and able to travel across Surrey when required and attend the office for face to face meetings on a Tuesday and Thursday.

DUAL ROLES

In some instances, employees are in receipt of services as well as providing a service. This gives these post holders a unique and extremely valuable insight into the Trust's services from multiple perspectives. The advantage of having a dual role includes the ability to implement a co-designed approach to the planning, development and delivery of services, and to work as a peer to encourage and promote the self-management of health conditions. The challenges that can arise from having a dual role include complex boundary issues, which involves having access to information they otherwise wouldn't, if they were not an employee. All staff are bound by the same confidentiality rules and need to demonstrate the same Trust values as all other employees when at work and outside their immediate work situation.

This job description is not restrictive or definitive in any way and should be regarded only as a guideline to normal duties.