

What Can Bromley, Lewisham & Greenwich Mind Offer You?

1. You can make a difference to people's lives

Bromley, Lewisham & Greenwich Mind works alongside people with mental health needs and dementia to improve their quality of life. As an employee of Bromley, Lewisham & Greenwich Mind you will be helping people manage and improve their mental health, make well-informed choices about their lives and access safe and stimulating services when they are most vulnerable.

2. You can be part of an organisation with a high profile both locally and nationally

Bromley, Lewisham & Greenwich Mind is affiliated to the mental health charity Mind, but is also an independent registered charity. Our turnover is over £3 million. We employ over 100 staff and have 150 regular volunteers. You will be part of a well-respected local organisation, with the benefits of being part of a much bigger network.

3. We are committed to your personal development

Bromley, Lewisham & Greenwich Mind is committed to the continuous development of staff as a means of delivering quality services and maintaining a healthy organisation. We aim to provide good quality supervision and appraisal, training and induction, as set out in our Staff Development Policy. Training needs are assessed annually and met in a range of ways, including in-house workshops, coaching and external courses and conferences. There are plenty of opportunities for staff to be involved in our planning and decision making processes, and to develop skills and interests within their job role.

4. You will be given ongoing support

Every employee at Bromley, Lewisham & Greenwich Mind is supported from day one, starting with a comprehensive induction programme. Your line manager will continue to meet with you for regular supervision for the duration of your employment and some teams and individuals also receive external supervision or coaching. All staff are part of the Bromley, Lewisham & Greenwich Mind 'team' and know how important it is for colleagues to share support and celebrate achievements.

5. Attractive terms and conditions

We offer generous annual leave rising with service, family-friendly flexible working arrangements where appropriate, and good travel and subsistence allowances. We also offer a matched contribution pension scheme, details of which are available on request.

6. Exciting career development opportunities

Bromley, Lewisham & Greenwich Mind is continuously growing and is well respected by its statutory funders (eg the London Boroughs of Bromley, Lewisham, Greenwich and local Clinical Commissioning Groups) and other local voluntary organisations. We have a reputation for being at the cutting edge of developments in good practice and are regularly asked to share what we have developed regionally and nationally.

7. Equality and Diversity

Bromley, Lewisham & Greenwich Mind believes in the value of a diverse organisation which includes and involves people from a range of backgrounds. We are committed to equality of opportunity and the elimination of discrimination. As an employee of Bromley, Lewisham & Greenwich Mind you will be encouraged to work with others through local networks to eliminate stigma, discrimination and disadvantage and to promote justice.

8. A mentally healthy place to work

Bromley, Lewisham & Greenwich Mind is committed to ensuring that we provide working environments that are conducive to the mental well-being of our staff. To support this we have Workplace Wellbeing, Flexible Working and Family Friendly policies. We also conduct an annual Workplace Well-being risk assessment to identify and address how we can make the organisation a more mentally healthy place to work.

9. Effective policies and procedures

Bromley, Lewisham & Greenwich Mind has developed an extensive range of policies and procedures to ensure that our employment and working practices are fair, workable and understood by all. We ensure that everyone has "ownership" of these policies by involving staff, service users, carers, volunteers and Trustees in their development, implementation and review.

10. Location

We are based in the Boroughs of Bromley, Lewisham and Greenwich, which are served by good rail, bus and tram links. The majority of our projects are based near main line railway stations and our Head Office is in Orpington, which is linked by fast trains to central London and Kent. There are good shopping and entertainment facilities and easy access to lots of green spaces.

We look forward to receiving your application!



Ben Taylor
Chief Executive