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Description automatically generated **JOB DESCRIPTION**

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| **Role:** | Lived Experience Consultant |
| **Location:** | Northeast England - (Commutable to HMP Northumberland) and various community & prison locations |
| **Responsible to:** | Regional Manager |
| **Objective:** | To lead on delivering research projects and support the delivery of other User Voice projects. |
| **Salary:** | £25,000 - £30,000 depending on experience |
| **Contract Type:** | Permanent |
| **Full Time/Part Time:** | Full time |
| **Holiday:** | 25 days per annum plus public holidays |
| **Restrictions:** | Minimum of 12 months free from licence.  3-months from the end of any community order.  Applicants with certain offences will not be suitable. |
| **Probationary period:** | The post is subject to a six-month probationary period |

**USER VOICE**

User Voice was created for and is run by people who have been in prison and on probation. Lived experience means we engage empathetically instead of sympathetically.

We exist to reduce offending and improve rehabilitation by working with the most marginalised people in and around the criminal justice system. We ensure that practitioners and policymakers hear their voices.

Since being founded in 2009, we have given a voice to over 150,000 people, including nearly 20,000 in over 80 peer research projects, influencing significant change to the system around [drugs in prison](https://www.uservoice.org/wp-content/uploads/2020/07/User-Voice-Spice-The-Bird-Killer-Report-compressed.pdf), [the response to the Covid pandemic](https://www.uservoice.org/coping-with-covid/), [neurodiversity](https://www.uservoice.org/wp-content/uploads/2021/07/Neurodiversity-in-the-Criminal-Justice-System.pdf) and [the experience of young black and mixed heritage boys](https://www.uservoice.org/wp-content/uploads/2021/10/Experiences-of-Black-and-Mixed-Heritage-Boys-in-Youth-Justice-Service-June-2021.pdf).

**DUTIES AND RESPONSIBILITIES**

This is a fantastic opportunity to work in an innovative and growing charity. We are looking for a dynamic, authentic, and inspiring individual to join our team.

At the national level there is a crucial need for insights from people with lived experience of crime, addiction and homelessness to inform system reform as this voice is often absent. At the same time User Voice has an unrivalled and significant footprint across the country engaging with the hardest to reach people, through elected and trained service users who can provide the information to fill this void.

There is no one better placed to identify what works or what doesn’t, and to be part of identifying the solution than people with current and recent experience of the system. More significantly, there has never been a time when it has been more important and timelier that service users are given the platform to be heard, and to be part of transforming services and systems.

User Voice peer research projects, delivered by Lived Experience Consultants, will use this insight to both influence fundamental changes to the policy and public debate, to innovate new services, and to reform systems.

User Voice peer research and consultations projects have a positive impact on individual participants as a result of the peer-led approach, change institutions along the way by providing them with real time insight and give policy makers a massive reality check.

The successful candidate will be results and outcome-orientated with knowledge of the criminal justice sector and a have their own lived experience. We are looking for passionate and motivated staff willing to go above and beyond!

This role involves a significant amount of remote working on the front-line role, delivering research, consultation, and other service user engagement activities.

**What we expect from staff/volunteers:**

* You are an **ex-offender** and have taken steps to change your life for the better.
* People should also be in a place where their **life is manageable**. They have the support structures and networks to deal with personal issues and pay their bills on time and have stable accommodation.
* Importantly, we all need to be **passionate** about wanting to help others. That when we are in a stable place ourselves, we can give back to other people and see their needs as important as our own.

**What we provide staff/volunteers:**

* Giving people the **opportunity** means them doing it for themselves, recognising their strengths, and not us doing it for them. For staff, there is the opportunity to progress within the organisation, taking on more responsibility, with the opportunity to ultimately become CEO.
* To do this people need **encouragement**. When you have been told all your life that you are not capable you believe it. Our volunteers and staff need to be given the encouragement that they can do it from someone with their own lived experience.
* They also need the right **support** so that when they have the opportunity and belief, they also have the skills. We need to ensure that they have the professional training to be the best in their role and the right support structure to deal with any issues at work they will invariably face in their professional development.

**Key responsibilities**

The Lived Experience Consultant will be responsible for:

* Engaging with people in prison and on probation
* Liaising with research partners, prisons, probation, and other stakeholders to access service users.
* Contributing to project planning and project managing service user engagement activities
* Conducting interviews, surveys and focus groups and any other engagement activity
* Collecting and entering service user insight
* Supporting the analysis, reporting and dissemination of service user insights
* Recruiting, training, and supporting service users to be involved throughout research, consultation, and other engagement projects.
* Supporting the delivery of other User Voice Councils & projects as needed

In addition, the post holder will be required to perform other duties which are assigned from time to time to meet need. However, such other duties will be reasonable in relation to skills, abilities, and grade. Flexible working hours will be expected to accommodate varying travel distances and engagement opportunities.

**PERSON SPECIFICATION**

**Essential:**

1. Lived experience of the criminal justice system as a service user
2. Ability to communicate with a wide range of people at all levels
3. Experience of engaging service users in a range of ways, for example interviews, surveys and focus groups
4. Recruiting, training, and supporting service users
5. Interest in research
6. Computer literate to a good standard, including collecting and entering data.
7. Experience of contributing to project planning and project management
8. Well organised with the ability to prioritise tasks effectively and meet deadlines amid a range of competing demands.
9. Ability to be flexible and adaptable to project needs.
10. Ability to accept and maintain confidentiality.
11. Commitment to Equal Opportunities
12. A ‘can do’ attitude.

**Desirable:**

1. Experience of social research techniques in any environment
2. Experience of working with prisoners and service users
3. Good knowledge of the charity sector and/or criminal justice
4. Data analysis and reporting
5. Good IT skills, with experience of using spreadsheets, databases, and mobile technology.

**FURTHER INFORMATION**

**Equality and diversity**

User Voice welcomes applications from ex-offenders and from all sections of the community regardless of race, gender, sexual orientation, religion, age, or disability.

**Disclosure and Baring Service (DBS) checks**

This post is subject to an enhanced criminal record disclosure check via the Disclosure and Barring Service (DBS) processes, as the post holder will have regular unsupervised access to vulnerable adults, young people and/or children. The purpose of the check is to ensure that the nature of the applicant’s criminal record, considered alongside evidence of the applicant’s rehabilitation, does not indicate that his or her employment in this role would put current service users at risk.