



## RECRUITMENT PACK

# PEER NAVIGATOR

FEBRUARY 2025

INVESTORS IN PEOPLE®  
We invest in people Standard





# FOR A WORLD WHERE HIV HOLDS NO ONE BACK

GEORGE  
HOUSE  TRUST  
HIV POSITIVE LIVING

## A Message From

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## **Darren Knight** **CHIEF EXECUTIVE**

This is an exciting opportunity to be part of the expansion of our in-clinic peer support across Greater Manchester and Liverpool.

This role is essential to provide appropriate and timely support to people living with HIV who are sign-posted to us within their HIV clinic. Our new HIV Peer Navigators will be building on our excellent work delivering support in-clinic at The Hathersage Centre; providing the same excellent service to even more people in our region.

We're looking for individuals who are living with HIV to use their own experiences to provide advice, information, and support, enabling people with HIV to live happy, healthy lives. The new HIV Peer Navigators will be supporting people newly diagnosed or re-engaged via Emergency Departments, as well as people with unmet psychosocial needs.

If you're passionate about the difference that peer-led support can make to people's lives, have excellent organisational and communication skills and are confident working with a diverse range of staff and people living with HIV, we'd love to hear from you.

Thanks so much for your interest in this opportunity. We look forward to receiving your application and if you've got any questions about the role, please get in touch.

*Darren.*

## An Introduction To George House Trust



**George House Trust is a charity with a clear vision for a world where HIV holds no-one back. Originally established in 1985 as Manchester AIDS Line, we've evolved over the years and we now provide a comprehensive range of services and support for people living with and affected by HIV.**

We now offer more than 30 different services spanning everything from wellbeing, welfare and financial support. A big focus for our work is on social connectivity and innovative projects supporting people across a range of different issues including ageing well with HIV, supporting those with complex lives and promoting inclusion.

We currently employ 23 people and we're supported by 133 volunteers. Our organisational purpose is 'inspiring people living with HIV to live healthy and confident lives' and we're looking for someone to join our movement and share our purpose to make a positive change for people living with HIV.

## Who we support

George House Trust supports people living with and affected by HIV. Our work includes supporting partners, families, friends, colleagues and employees.

Young, old, newly diagnosed or living with HIV since the early 1980s, our team are wholly focused on person-centred and individual outcomes so that people can live well.

**2,658**  
**PEOPLE LIVING WITH  
HIV SUPPORTED BY  
OUR PEOPLE**

“

My life was on the edge. I had a lot going on. I was able to pour everything into the counselling. It helped me so much. Now I am in a very good place, looking forward to the future. KAI

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## An introduction to George House Trust

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**£378,656  
SECURED  
THROUGH BENEFITS,  
DEBT REDUCTION  
AND WRITE-OFFS  
AND GRANTS**

### What we do

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A big focus of our work is on supporting people with a range of different issues relating to HIV across the whole life course, including support for young people, support for ageing well, supporting people with complex lives, tackling vulnerability, inequality and promoting inclusion.

All of our support is user led, designed with, by and for people living with HIV.

### Why we do it

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George House Trust believes that people should have the support, information, advice and guidance that they need to live well with HIV. Everyday, we see people who face discrimination, some are living in fear and most are managing the consequence of structural and societal stigma that is unique to HIV as a health condition.

We see our role as the support service to enable people to realise their potential and focus on HIV positive living.



### Where we work

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Our work in the North West region of England, with a focus on Greater Manchester and Liverpool.

**56**

**PEOPLE LIVING WITH  
HIV SUPPORTED BY  
OUR INTENSIVE  
SUPPORT WORK**

“





Words fail me to express how much I can thank you. Without you, I don't really know who was going to help me. I can't even thank you enough.

ASH

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## Our strategy

The strategic priority for George House Trust is to 'Ensure our work meets the changing needs of people living with HIV'. There are 4 strategic objectives that shape all that we do and they are:

-  **We will support more people.**
-  **We will provide quality services.**
-  **We will involve more people living with HIV.**
-  **We will improve the way we do things.**

The purpose, vision and values of George House Trust drive the organisation's strategy, focus and service delivery and are as follows:

### Our Vision

**A world where HIV holds no one back.**

### Our Purpose

**Inspiring people living with HIV to live healthy and confident lives.**

### Our Values

**Passionate. Inclusive. Responsive.**

## The way we work

George House Trust encourages accountability, individuality and flexibility in our team. We want our people to have ideas and turn them into action. We bring the team together regularly to explore ideas and share learning through team meetings, development workshops and externally facilitated workshops too.



Personal development is important to us too. We encourage people to learn and, in addition to providing an individual training budget for all staff, we actively encourage people to get involved in external partnerships that develop learning and networks.

## The benefits of working at George House Trust

We offer an excellent employee benefits package which includes:

- an individualised approach to flexible working.
- an 8% non-contributory pension scheme.
- a cycle to work scheme.
- a dedicated training budget for each employee.
- full remote digital access to enable agile working.
- 25 days annual leave plus 8 bank holidays plus additional days at Christmas.

...plus, many other benefits.

## Our team

George House Trust currently has **21** employees. The team is supported by **144** active volunteers. We are led by a board of **8** trustees who bring a blend of skills, experience and passion to the strategic leadership and governance of the charity. As a user-led organisation, George House Trust has a membership programme, 'Friends of George House Trust', which is made up of people who are living with HIV, allies and supporters.





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HIV POSITIVE LIVING

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# HOW TO APPLY

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## How to apply



We want to know all about what you'll bring to the role, please apply by writing, in MS Word format or Google docs and in no more than 2,000 words, answering the following questions:

- 1** **Why** do you want to work for George House Trust?
- 2** **What** will you bring to the role of Peer Navigator?
- 3** **Detail your skills, knowledge and experience** in addressing the 4 key areas of focus for the role, considering the criteria in the person specification.
- 4** **Which role(s) you are applying for.** There are two opportunities to join our new Peer Navigator team. Please advise which position(s) you are interested in applying for.



All applications must be emailed to [recruitment@ght.org.uk](mailto:recruitment@ght.org.uk) in an editable format [Microsoft Word or similar] by 5pm Sunday 23 February 2025. Interviews will take place on Monday 3 March 2025.

If you have any questions about this role or the application process, contact Ben Bamber, by emailing [ben@ght.org.uk](mailto:ben@ght.org.uk).

Please DO NOT submit your application as a PDF.

## Peer Navigator: about the role



## Purpose Of The Role

To provide peer support to people living with HIV in a clinic setting. To ensure people recently diagnosed, or those re-engaging with their HIV care feel supported and have the information they need to thrive with HIV. Introduce people to the services George House Trust offers.

**WE ARE ACTIVELY ENCOURAGING PEOPLE LIVING WITH HIV TO APPLY FOR THESE ROLES.**

### HOURS AND LOCATION

We currently have two Peer Navigator opportunities.

- Peer Navigator - primary location in Bury and North Manchester General Hospital [14 hours, 0.4 FTE, actual salary £10,734]
- Peer Navigator - primary location in Oldham and North Manchester General Hospital [14 hours, 0.4 FTE, actual salary £10,734]

The successful postholders will be asked to have a flexible approach to working across HIV clinics in Greater Manchester.

### CONTRACT

Fixed term (2 years)

### SALARY

NJC SCP 10

[starting at £26,835 pro rata]

### ACCOUNTABLE TO

Peer Support Team Leader

## Principal responsibilities and areas of focus

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The 4 core areas of focus for this role are:

1. Using your lived experience, provide one-to-one peer support to people living with HIV.
2. Delivery of advice and support in the clinic setting and onward referrals to George House Trust Service Advisers and other relevant services.
3. To facilitate collaborative work with the HIV clinical teams to ensure people receive social and emotional support.
4. Deliver groupwork in collaboration with the George House Trust team for those recently diagnosed or re-engaging with care.

## Additional Responsibilities and Tasks

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Adhere to and work within all the policies and procedures of George House Trust and the NHS where relevant, in particular paying attention to the confidentiality and data protection policies, so as to protect our service users from stigma and judgement.

Actively participate, engage with, and respond to, George House Trusts and relevant NHS line management and support processes.

## Employee Line Management Responsibilities

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None.

## Disclosure and Barring Service (DBS)

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This post requires an enhanced DBS.

## Flexibility

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You may be required to work across multiple clinical sites, including hospitals and clinics based in community settings.

## Diversity and Inclusion

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George House Trust deals with diverse issues and we need a diverse team to respond to them, we particularly welcome applications from Black African and other racially minoritised groups and communities as they are currently underrepresented in our work force.

We **ALWAYS** actively encourage applications from people living with HIV.

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## Person Specification

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This acts as the selection criteria and the more of the criteria that you demonstrate you are able to meet in your answers, the greater your likelihood of being invited to interview. On the application form please use each point that you are able to meet as a heading and then explain how you meet the specific criteria.

### Experience

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- E1. Experience in providing peer support, promoting opportunities for people living with HIV to access and engage support services effectively.
- E2. Experience supporting people in vulnerable circumstances, or from marginalised communities, particularly people living with HIV or other health-related issues.
- E3. Experience in collaborative working with multiple teams or organisations, this may include NHS services, charities and other support organisations.
- E4. Lived experience of HIV and an understanding of the impact of receiving a new diagnosis.

### Skills

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- S1. The ability to communicate effectively and appropriately with a wide range of stakeholders.
- S2. Strong mentorship skills to support and motivate individuals.
- S3. Excellent organisational and time management skills to manage multiple priorities, including reporting, appointments and support to people accessing the service.
- S4. Ability to evaluate and deliver a comprehensive peer navigator service, and understanding the importance of person-centred care and support.

### Knowledge and understanding

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- K1. Knowledge of HIV, its impact on individuals, and specific support needs of people living with HIV.
- K2. Familiarity with safeguarding policies and practices, particularly in volunteer and support services.
- K3. Understanding of the role of peer support whilst addressing unmet social and emotional needs.

### Personal attributes and approach

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- P1. A commitment to improving your own knowledge and skills.
- P2. A commitment to George House Trust's mission, vision and values.
- P3. A commitment to equality, diversity and inclusion within the volunteer team and wider organisation.
- P4. To provide coaching and development support to team members and to ensure that colleagues understand your priorities and areas of focus.

George House Trust will consider any reasonable adjustments requested by applicants with a disability (as defined under the Equality Act 2010) who meet the requirements of the post to be invited to interview, in line with the Disability Confident scheme. Please state this in your email accompanying your application.

**George House Trust**


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**W: [www.gh.org.uk](http://www.gh.org.uk)**

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