

Mental Health Mentor – Job Advertisement

Theorise is looking for a qualified and experienced Mental Health Mentor to work with students requiring support to manage the impact of their mental health conditions on their academic studies. This role involves delivering tailored, one-to-one mentoring support within professional guidelines and internal policies, with the aim of promoting independence, resilience, and student success.

Mental Health Mentors are part of Theorise external support team and work collaboratively with students to address barriers, improve focus, manage expectations, and develop sustainable coping and study strategies. Mentoring varies based on the individual needs of each student as outlined in their Needs Assessment Report (NAR) and Disabled Students' Allowance (DSA) allocation.

What is the role of a Mental Health Mentor?

The aim of Mental Health Mentoring is to provide support that enables a student to more independently manage their mental health condition and reduce the potential impact of the condition on their studies. Mentors can assist students in identifying barriers to their success and adopt more effective study strategies. They may address the student's expectations of themselves and others, address timetabling issues and clarify goals. Students may also benefit from support that helps them manage the impact of a recent diagnosis or the effects of medication on their studies.

Mental Health Mentoring is not the same as Study Skills support although on occasion the roles can often be combined. Some students benefit from working on motivation, time management, organisation of workload and maintaining focus with a Mentor. The role of a Mental Health Mentor is not the same as counselling and does not replace the role of the University's Mental Health Teams (Counsellors, Wellbeing etc.), who may provide therapeutic support to students with more severe difficulties or who are experiencing crisis situations. Mental Health Teams may also make referrals to other agencies when required.

Main duties and responsibilities

- Provide one-to-one mentoring to support students in managing the impact of mental health challenges on their studies.
- Help students develop plans to overcome barriers, reduce stress, and improve organisation and focus.
- Support students in setting achievable academic goals and managing expectations.
- Deliver support in line with Theorise and university/college guidelines.
- Complete timesheets and maintain records to meet reporting requirements.
- Communicate with Disability & Inclusion teams as needed.
- Represent Theorise professionally, maintaining confidentiality and safeguarding standards.

Skills, Knowledge & Experience required

- Excellent communication, organisation, and interpersonal skills.
- A calm, empathetic, and flexible approach.
- Knowledge of a range of mental health conditions and how they can affect learning.
- Experience supporting students or adults in managing mental health, ideally in an education setting.

Qualifications & Memberships

Applicants must hold:

- A minimum of a degree or equivalent in a relevant mental health or support field
AND
- Membership with a recognised professional body such as:
 - Association of Child Psychotherapists (ACP)
 - British Association for Behavioural & Cognitive Psychotherapies (BABCP)
 - British Association for Counselling and Psychotherapy (BACP)
 - British Psychoanalytic Council (BPC)
 - British Psychological Society (BPS) – with relevant PG qualification
 - COSCA (Counselling & Psychotherapy in Scotland)
 - FDAP (Federation of Drug & Alcohol Practitioners)
 - General Medical Council (Psychiatry)
 - Health & Care Professions Council (HCPC)
 - Irish Association for Counselling and Psychotherapy (IACP)

 - National Counselling Society (NCS)
 - Nursing and Midwifery Council (NMC – Mental Health Nurse)
 - Social Care Wales (SCW)
 - Northern Ireland Social Care Council (NISCC)
 - UK Council for Psychotherapy (UKCP – Full Clinical Member)
 - Association of Christian Counsellors (ACC – Accredited Counsellor)

Working Conditions & Pay

Support is delivered at mutually agreed times between mentor and student, typically during working hours (Mon–Fri, 9am–5pm). Support may be delivered in-person or online depending on student needs and preferences.

Pay Rate: £37.50 per hour + holiday pay accrual on a PAYE basis