



National Survivor  
User Network

# MIGRATION AND RIGHTS POLICY OFFICER RECRUITMENT PACK

**CONTRACT: 2-YEAR POST**

**SALARY: £24,000 (FTE £30,000)**

**HOURS: 28 HOURS A WEEK (4 DAYS)**

**LOCATION: REMOTE WORKING FROM  
THE U.K.**

**DEADLINE: 1ST AUGUST**

**FIRST INTERVIEWS: 10TH AUGUST**



# ABOUT THE NATIONAL SURVIVOR USER NETWORK

**NSUN** (the National Survivor User Network) is a UK charity, connecting mental health service users/survivors, people with lived experience, and user-led groups. We influence policy, practice, and perceptions by amplifying the experiences and aspirations of our members.

## ABOUT THE ROLE

As part of our commitment to working towards the redistribution of power and resource in the mental health sector, we want to work in partnership with our members – user-led, grassroots groups – whose experiences and practices lie at the intersection of mental health, racial justice, and migrant justice. We are looking for someone with relevant skills to deliver a rights and migration function within NSUN’s policy team.

This work will have a specific focus on building relationships and working with campaigning groups led by and for people who have ongoing precarious immigration status. It will re-imagine, alongside our members, what equitable policy work might look like in this space.

The work will:

- i) interrogate the practices in evidence, policy and funding that may keep these grassroots groups precarious and
- ii) support the emergence of horizontal structures of partnership and solidarity, strengthening the connectivity of our members whose work is by and for racialised groups with lived experience of the migration system.

People with precarious immigration status are widely reported to experience increased levels of mental ill-health/distress, due to many factors including separation from family, high levels of uncertainty due to immigration status, destitution/poverty and unsafe/abusive living and working conditions, including in detention centres and **accommodation that is a detention centre in all but name**. Despite **clear evidence of need**, mental health campaigns rarely reference the mental health of people with precarious immigration status, including in conversations around racial justice. Policy work in the refugee/migration sector rarely covers mental health.

As a charity which is user led, with a specific focus on centering marginalised voices, we see this work as bridging the gap between mental health and migration policy work, which are often siloed, which leads to the mental health needs of people from racialised communities who have precarious immigration status being side-lined from mainstream mental health policy spaces. Funded for 2 years by Joseph Rowntree Charitable Trust, this work will explore themes such as *challenging the demand for data and visibility, challenging traditional policy silos, and building collective memory and power.*

Alongside the Policy Manager, the Migration and Rights Officer will build relationships with grassroots groups working at the intersection of mental health and migrant rights. The work will amplify and connect the grassroots work of user-led and community-based campaigning groups, and will collect, support and publicise system-changing ideas and voices.

We would particularly welcome applications from individuals from marginalised or racialised communities, those with personal experience of precarious immigration status or the asylum system, and from individuals who do not have a traditional policy or research background.

The role is home-based and the NSUN team works remotely. Some travel to London is required for the role and there is a small budget which enables staff to use co-working space with colleagues where possible. Specifically, we are looking for someone with the following skills and experience:

- Excellent analytical skills
- The ability to translate and communicate complex issues for non-technical audiences
- The ability and desire to build relationships with grassroots groups working in this area
- Proactive, flexible and responsive, with strong interpersonal and relationship management skills
- Lived experience of mental ill-health, distress or trauma, including racial trauma
- A passion for NSUN's mission and work, and the ability to communicate it effectively to a wide variety of stakeholders

The deadline for applications is **5pm on Monday 1st August 2022**. If you have any feedback or questions about this recruitment pack or require it in a different format, please let us know by emailing [info@nsun.org.uk](mailto:info@nsun.org.uk).

# MAIN TERMS AND CONDITIONS

- **Contract:** funded until September 2024 (2-year post)
- **Salary:** £24,000 per year for a 28 hours working week (FTE £30,000)
- **Hours:** 4 days a week (although enquiries about flexible working are welcomed, including the possibility of undertaking the role as a job share)
- **Reports to:** Policy Manager
- **Location:** work from home (NSUN does not have a physical office). Some occasional travel (usually to London) for team meetings (travel costs are reimbursed)
- **Holiday:** based on a 28 hour working week: 20 days plus a pro rata allowance for bank holidays, rising by 0.8 days after every year of service to a maximum of 26.5 days per year
- **Pension and benefits:** NSUN offer an automatic enrolment pension scheme starting with employee and employer contributions of 3.5%, with the option of employer matched contributions to 6% and Employee Assistance programme (EAP)
- **Probationary period:** 6 months
- **Notice period:** 1 week during the first 8 weeks, rising to 1 month until the end of the probation period. Following the successful completion of the probationary period notice rises to 2 months
- **Disclosure and Barring:** due to the nature of our work, you will be required to have a check with the Disclosure and Barring Service (DBS) for which NSUN will cover the cost.

# JOB DESCRIPTION

## Rights and Migration

- Manage relationships with stakeholders and build strong relationships with partners including NSUN members, grassroots groups and civil society partners
- Work with stakeholders within mental health and migration sectors and build collaborative and coalitionary spaces
- Identify opportunities to support member campaigns and advocacy
- Responsible for producing relevant analysis, research, briefings, and reports for dissemination
- Reflect individually and as a team on working methodologies and ethical practice, and to develop new processes alongside the Policy Manager
- Communicate complex policy issues to varied audiences, including NSUN members, grassroots organisations working in this area, civil society partners and beyond
- Draft formal correspondence, blog posts, presentations, and other documents articulating NSUN's positions and insights
- Work with the team to develop campaign plans to manage and schedule relevant legal, policy and advocacy work to further strategic aims
- Write articles and give quotes to press
- Any other duties as required by your line manager and commensurate with the role

# PERSON SPECIFICATION

The following skills, knowledge and experience are required to carry out this role. There are some which we have suggested are beneficial but not essential.

## ESSENTIAL

- Strong analytical skills
- Excellent and persuasive communications skills
- A good understanding of the immigration system, the hostile environment and how these impact on the mental health of people subject to these systems
- The ability and desire to build relationships with grassroots groups working in this area
- The ability to react quickly and strong attention to detail
- Strong interpersonal and relationship management skills, including the ability to run focus groups and member engagement events
- Good organisational skills with the ability to prioritise work effectively and to work autonomously, including under pressure and to tight deadlines
- The ability to work well in a remote team
- The ability to think creatively to solve problems and challenges
- Lived experience of mental ill-health, distress or trauma. Please do not feel the need to disclose anything in detail: we are more interested in how your lived experience informs your ways of working and/or your interest in the role.

## BENEFICIAL

- Lived experience of precarious immigration status or the asylum system
- A track record of successful campaigns or organising experience
- Good understanding of mental health legislation in England
- Good understanding of how immigration status can impact access to healthcare
- Experience working in a small charity
- Experience of user-led organisations
- Good understanding of international human rights frameworks including the UN CRPD
- Good understanding of British politics and UK parliamentary procedures
- Experience of MS Office 365

# APPLICATION AND INTERVIEW

Please complete and send the following to [info@nsun.org.uk](mailto:info@nsun.org.uk). Please include "Migration and Rights Policy Officer" in the email subject line.

Click on the links to download:

1. **Application form** - if you would prefer, you are welcome to send us a short video or audio file (no longer than 6 minutes), to answer the "supporting information" and "NSUN values and approach" sections of this form.
2. **Equal Opportunities Monitoring Form**

Your details will be handled in line with our [Privacy Policy](#).

On completion of all the above documents by **5pm on Monday 1st August**, we will acknowledge receipt of your application. We regret that late applications will not be considered. You can find out more about us by [visiting our website](#). If you would like to discuss this role in more detail please contact Mary Sadid by emailing [mary.sadid@nsun.org.uk](mailto:mary.sadid@nsun.org.uk)

First interviews will be held online using Zoom with Mary Sadid (Policy Manager) and Akiko Hart (CEO) on **Wednesday 10th August**.

Shortlisted candidates will be emailed a written task one week before the interview.

We will email you a meeting invite, which includes a link to the interview, in advance. The interview questions will be shared with you the day before the interview.

If you are successful at first interview, you will then be invited to a second interview – we will aim to schedule this as soon as possible after your first interview and at a time convenient for you.

Please let us know if you require any adjustments to the interview process for you to participate and we will do our best to accommodate these.

All applicants will receive a response from us to confirm whether or not they have been selected for an interview. We aim to give at least half a week's notice ahead of the interview date. All applicants who attend an interview will be offered feedback. It is not possible for us to give individual feedback if you have not been selected for an interview.

Thank you very much for your interest in this role. We look forward to hearing from you.



**National Survivor  
User Network**

**NATIONAL SURVIVOR USER NETWORK  
KEMP HOUSE,  
152-160 CITY ROAD  
LONDON ENGLAND  
EC1V 2NX**

**020 7820 8982**

**INFO@NSUN.ORG.UK**

**WWW.NSUN.ORG.UK**

**REGISTERED CHARITY NO.  
113598**

**COMPANY NUMBER:  
07166851**

**© NATIONAL SURVIVOR  
USER NETWORK (NSUN)  
2022**

