



National Survivor  
User Network

# RIGHTS AND MIGRATION OFFICER

**CONTRACT: 2-YEAR POST**

**SALARY: £24,000 (FTE £30,000)**

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

**LOCATION: REMOTE WORKING WITH  
REGULAR TRAVEL TO LONDON**

**DEADLINE: 9AM, 10TH OCTOBER**

**INTERVIEWS: 26TH OCTOBER**



# ABOUT THE NATIONAL SURVIVOR USER NETWORK

NSUN is a network of people and grassroots groups with lived experience of mental ill-health, distress and trauma. We work towards the distribution of power and resource in mental health.

NSUN is a user-led organisation, and all staff and trustees have lived experience of mental ill-health, distress or trauma.

Over the past couple of years, NSUN has scaled and changed. This is an exciting time to join an organisation which is growing and embarking upon a **new strategic direction**, focussed on doing things differently in mental health and beyond.

## 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
- 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. Regular travel to London is required for the role which is reimbursed by NSUN and there is a small home working allowance 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 **9am on Monday 10th October 2022**.

If you have any feedback or questions about this recruitment pack or require it in a different format, please let us know. We can be contacted on **[info@nsun.org.uk](mailto:info@nsun.org.uk)**.

# MAIN TERMS AND CONDITIONS

- **Contract:** funded for 2 years
- **Salary:** £24,000 per year (FTE £30,000)
- **Hours:** 4 days (28 hours per week). Enquiries about flexible working are welcome. We welcome applications for job shares. If you are interested in applying for the role as a job share, we recommend that you do so together with the person you would share the role with. This is because we very rarely have two single applications for job shares
- **Reports to:** Policy Manager
- **Location:** work from home (NSUN does not have a physical office) with regular travel to London for meetings. Based on the current location of the existing team, London is usually the most suitable location for face-to-face meetings. Face to face meetings for this role are likely to take place 2-3 times per month, and candidates would need to be able to make the return journey in one day
- **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, articles and reports for dissemination and other documents articulating NSUN's positions and insights
- Communicate complex policy issues to varied audiences, including NSUN members, grassroots organisations working in this area, civil society partners and beyond
- Work with the team to develop campaign plans to manage and schedule relevant legal, policy and advocacy work to further strategic aims
- 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

- 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
- 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
- Strong interpersonal and relationship management skills, including the ability to run focus groups and member engagement events
- The ability to react quickly and strong attention to detail
- 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

## BENEFICIAL

- Lived experience of precarious immigration status or the asylum system
- A track record of successful campaigns or organising experience
- Good understanding of legislation relevant to this work including mental health and human rights frameworks
- Experience working in a small charity
- Experience of user-led organisations
- Good knowledge 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 "Rights and Migration 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 **9am on Monday 10th October**, 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)

Shortlisted candidates will be emailed a brief written task one week before the interview. The interview questions will be shared with candidates the day before the interview. The interview panel will be two people, Mary Sadid (Policy Manager) and Akiko Hart (CEO), and the interview will be online on **Wednesday 26th October**.

For candidates successful at the interview stage, there will be a short and informal follow up interview with our Head of Operations, Jen Beardsley.

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.

## Communications and feedback

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**

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USER NETWORK (NSUN)  
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