

# Lived Experience Interviewer

**Project Description:**

We are forming a group of people with lived experience of mental health challenges to help us in our recruitment process. No prior experience of interviewing is necessary. We will provide that includes practical interview skills, recruitment law and tips of getting the best out of interviewees.

Our Lived Experience Interviewers (LEI) will provide a unique first-hand perspective of what is needed from employees of a mental health organisation. LEIs will be involved in the interviews themselves and in giving feedback on the final decision. In time we hope to develop this so that they are also involved in shortlisting.

They will act as equal members of the interview panel, alongside the recruiting member(s) of staff.

**Project Lead(s):**

Salome Williams, Head of Quality & Evaluation, Andrew Godley, Quality Lead and Elif Ozan, HR Advisor

**Time Commitments:**

Being involved as an LEI will need some flexibility to fit around interview schedules.

The requirement time will be:

- Pre reading of shortlisted CVs either via email or Bucks Minds Applicant Tracking System, Pinpoint.
- Interviews - depending on the role, interviews will last 40 mins to 1 hour, but several might be scheduled on one day.
- Feedback meeting with the rest of the panel.

**How many people:**

We envisage working with a bank of people to give us flexibility to include LEIs in as many interviews as possible.

**Where will you be based?:**

Interviews can be in-person at our Bucks Mind offices at High Wycombe or Chesham, but many are now done via Teams.

**Accountability and Responsibility:**

Our LEI's are an equal member of the interview panel and will be part of the discussion to agree final scores for each candidate and whether to make an offer of employment.

**Recognition and Payment:**

LEIs will be paid for their time plus expenses. This will be detailed in initial conversations.

A record of the work that you do on this project, along with the skills used/gained, will be stored on our database and will be available to the LEI if they need it.

**Length of project:**

This is an ongoing project that, together, we want to build to be sustainable, meaningful and indispensable for the running of Buckinghamshire Mind and East Berkshire Mind.

We anticipate the first training sessions will be in the Summer of 2025 with participation in interviews starting in the Autumn.

**Training:**

LEIs will attend interview training alongside staff at Buckinghamshire and East Berkshire Mind who undertake interviews. They will also have access to recruitment training resources on our online learning platform.

**Contact/Supervision/Support/Accessibility:**

There will be time before and after an interview to talk to the lead manager to discuss any issues/give feedback.

Support: Will be based on individual needs and will be discussed during induction into the group. The LEI will attend our interview skills training before undertaking any interviews and will have ongoing access to the Influence and Participation and HR teams at Bucks Mind.

### What do we hope to get from this work?:

Buckinghamshire Mind wants to include meaningful Influence and Participation in all areas of the work we do. This will take different forms and fall into different levels of the National Mind Levels of Influence and Participation (see below)

### Methods and Levels of Influence and Participation



LEI work will fall under 'Deciding Together' on the Mind framework (see Level 4 of the above diagram).

LEIs provide a unique first-hand perspective of what is needed from employees of a mental health organisation. It will also benefit us by demonstrating to prospective employees that Lived Experience is central to our work.

### How to apply:

Email [influenceparticipation@bucksmind.org.uk](mailto:influenceparticipation@bucksmind.org.uk) to express your interest and one of the project leads will contact you to answer any of your questions.

### Who would be a good fit for this project?:

Someone who:

- Has lived experience of mental health difficulties (diagnosed or undiagnosed).
- Can commit to attending interviews with a few weeks' notice.
- Has a good level of communication and listening skills – specific interview training will be given.
- Is open to working as part of a team and passionate about working together to improve Buckinghamshire Mind services.
- Is able to access a telephone, emails and the internet.

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