



Recruitment Intern – Summer 2019

Background

At Think Ahead, we want to see a society where everyone with mental health problems can flourish. That won't happen unless people can improve their social circumstances – because life issues like relationships, living arrangements, and employment have profound effects on mental wellbeing.

To drive positive change, we created the Think Ahead programme: a new route into mental health social work for talented graduates and career-changers. It has quickly become one of the country's most competitive graduate schemes, with over 23 applications for each place on the programme.

As a charity we aim to:

- Attract talented people into mental health social work.
- Train our participants to improve outcomes for people with mental health problems.
- Support services to unlock the potential of social work.

About the role

We're looking for a dynamic and highly-motivated individual to join our Recruitment team for three weeks in the summer. You will play an important role in attracting talented applicants to the Think Ahead programme, with a particular focus on events for university students and career-changers.

Details

- **Salary:** £1200 (London Living Wage of £10.55 per hour).
- **Start date:** July/August 2019 (for a duration of three weeks).
- **Location:** King's Cross, London.

What it involves

Your role will include work to:

- Review and analyse our previous assessment season and contribute to relevant changes for the upcoming season.
- Help develop a recruitment strategy that appeals to a wide and diverse range of students and career-changers.
- Research and book targeted visits to universities and other organisations to build awareness of the Think Ahead programme.
- Build relationships with key external partners, including careers advisors and relevant university course leaders.
- Generate new sources of applications through external outreach and desktop marketing.



Who we are looking for

You will need to demonstrate:

- A strong interest in the graduate and career-switching recruitment markets, and the latest recruitment and assessment techniques.
- Strong interests in the fields of mental health and social work.
- Experience of delivering high-pressure, complex projects.
- Experience of working with other people to achieve goals and targets – e.g. volunteers, employees, or students.

We also expect all of our staff to role-model the attributes we expect of participants in the Think Ahead programme:

Leadership: the ability to act as a professional role model, demonstrate initiative, and engage others and enable them to achieve their goals.

Motivation: personal commitment to transforming the lives of people with mental illness, with an understanding of the positive impact of social work and the Think Ahead mission.

Adaptability: resilience and flexibility in changing circumstances, with the ability to work under pressure and deal with uncertain or unexpected outcomes.

Relationship-building: empathy and respect for all individuals, with the ability to build relationships and understand people's motives and perspectives.

Communication: the ability to collaborate with and influence a wide range of people, in person and through written communication.

Problem-solving: the ability to objectively analyse situations, using evidence and clear judgement to generate effective solutions.

Self-awareness: the ability to understand, and reflect critically on, both your own personal development and how your actions affect others.

How to apply

To apply, please email your CV and cover letter (neither should exceed two sides of A4) to recruitment@thinkahead.org by **9am on Monday 1 July**. **Interviews will take place in London on Monday 8 July.**