

Become a Thrive Tribe Behaviour Changemaker!

We currently have two development opportunities within behaviour change

- Opportunity 1: Behaviour Changemaker (Advanced Practitioner)
- Opportunity 2: Behaviour Changemaker (Programme Development)

Please note these are personal development opportunities that will fit within current roles, not new jobs



Opportunity 1: Behaviour Changemaker (Advanced Practitioner)

About the opportunity

We want to develop our practitioners to be skilled in using advanced behaviour change approaches, in both motivational interviewing and broader behaviour change techniques. As a Behaviour Changemaker (Advanced Practitioner), we will provide you with a tailor-made programme which will enable you to reflect on your practice and develop these skills to an advanced level. We have partnered with the University of Derby and the National Centre for Behaviour Change to commission a unique training programme, focusing on the following areas:

- Consolidating and enhancing motivational interviewing skills
- Training in coding and analysis of motivational interviewing and behaviour change techniques
- Train the trainer to gain skills in delivering behaviour change training within Thrive Tribe
- Ongoing mentoring to reflect, critique and continually develop your practice

As you develop your skills, you will support Thrive Tribe with training of other team members and quality assurance of behaviour change interventions. Our initial aspiration is to have one Behaviour Changemaker in each of the following areas with frontline services:

- Achieve Oxfordshire
- Cornwall, Devon and Somerset
- London services
- One You East Sussex
- One You Lincolnshire
- One You Surrey

Your background

This is a great development opportunity if you've been delivering client interventions and mastered the foundations of behaviour change techniques. As this is a development opportunity rather than a new role, you will need to have a discussion with your Head of Service to see how this can be accommodated within your area of work.

We will liaise with Behaviour Changemakers (and their Heads of Service) once training is complete to determine how they can use their enhanced skills to drive forward behaviour change approaches in their local service/s.

If you're interested in this opportunity

Initially you will need to be available to attend the dates when training takes place. The first module takes place on **14th and 15th July 2022**, thereafter you will need to engage with an ongoing programme of training and mentorship over the next 12 months with our partners at University of Derby and the National Centre for Behaviour Change. The total training/mentoring requirement over the first 12 months will be approximately 8 days.

As this requires a good foundation in applied behaviour change skills, we are asking for expressions of interest which include:

- a 15-20 minute recording of a motivational interviewing (MI) session with a client (or practice client – ie a colleague), in which there is a clear change goal articulated
- a short reflective account (1 side A4 max) detailing your experience and confidence in using specific MI skills and the spirit of MI in your work, capturing the training you've done, your own goals for your practice and applying MI in the future. You will also need to reflect on the recording you've submitted, within your reflective account, outlining where you feel you have used MI skills within this.

Expressions of interest to be received by **Monday 30th May**. For more information or an informal chat, contact Jackie at Jackie.Williams@thrivetribe.org.uk or 07740 737650.

Opportunity 2: Behaviour Changemaker (Programme Development)

About the opportunity

As part of our plan to develop our internal expertise in behaviour change, we are offering up to 2 staff to receive a fully funded place on the MSc in Behaviour Change at the University of Derby. The MSc is a 3-year programme, starting in October 2022, with 9 study days each year (3 blocks of 3 days) for face to face seminars and training. Thrive Tribe will support these staff to attend the MSc on-site seminars plus up to one study day per week for self-led study (dependent on local capacity). You can see the full programme details [here](#).

As you build your knowledge whilst studying, you will bring the theory and evidence base of behaviour change to support the development and evaluation of our interventions at Thrive Tribe and MAN v FAT.

This is a new venture for us, so we are taking a flexible approach to what this opportunity looks like in practice. As expertise develops through the studying, we will work with Heads of Service and the Behaviour Changemakers to agree the time they will spend on projects/work outside of their normal job.

Your background

You'll need an undergraduate degree (lower second or above) or equivalent in a relevant subject or substantial professional experience in the field of behaviour change.

You'll also need to have significant experience in working within the field of behaviour change, either directly with clients or in a more operational role, and be able to demonstrate an aptitude for applying behavioural science and critiquing interventions within service design.

If you're interested in this opportunity

Please send an expression of interest (up to 1 side of A4) setting out why you feel you should be considered, and evidencing how you have applied behaviour change theories or principles in a work/health and wellbeing setting to Jackie.Williams@thrivetribe.org.uk by **30th May**.

For a chat or questions, feel free to contact Jackie on the above email or by phone: 07740 737650.