



Recruitment Pack

Programme Manager Young People's Mental Health

October 2025



BREATHE
ARTS HEALTH RESEARCH

Contents

Welcome 3

Who we are 4

What we do 6

Job summary 8

Job description 9

Person specification 11

About the role 12

How to apply 13



Welcome

I would like to personally thank you for being interested in our work at Breathe Arts Health Research, and taking the time to learn about what we do and how we do it.

We care about supporting every individual we encounter to live their healthiest and most fulfilling life. We know from a decade's worth of research, that creativity can play a unique role in supporting the health and wellbeing of individuals and communities, and we pride ourselves on creating safe and inclusive environments where individuals can thrive. This doesn't just apply to the communities we support, but also to all of those who work at and for Breathe.

Breathe is a values-driven organisation, and we ensure we are led by our values in all we do, and all that we are. We value every individual for the unique contribution they make to the workplace and do all we can to support every person to flourish in their role. At Breathe, you will work alongside those who value kindness, integrity and inclusivity as key drivers. You will also enjoy a workplace environment that values both professionalism and fun in equal measure.

I hope that you will find this pack useful and insightful, and even if you don't feel this role is the right fit for you, we always welcome the opportunity to connect with like-minded creative people, so please do feel free to get in touch.



Yvonne Farquharson
Founder and Managing Director

Who we are

Breathe Arts Health Research (Breathe) is a not-for-profit social enterprise, founded in 2012. We are world leaders in combining creativity and robust scientific research to improve health and wellbeing.

Our vision is to transform healthcare, embedding evidence-based arts & health into the mainstream.

We are connected and grounded by our values – to be pioneering, empowering, collaborative, inclusive and to act with integrity.



A man with a shaved head, smiling, is playing an acoustic guitar. He is wearing a blue t-shirt with the 'BREATHE ARTS HEALTH RESEARCH' logo. He is sitting in front of a large wooden wall covered in handwritten text in various colors. The background shows a park-like setting with trees and a building in the distance.

Breathe has a core team of 14 staff, over 100 freelance creatives and 20 volunteers, supported by a Board of Directors, helping to shape and deliver our vision.

We have co-authored medical journals, published books, and contributed to government policies. We are multi-award-winning, receiving accolades and recognition from NESTA, NHS England and Royal Society for Public Health, to name a few.

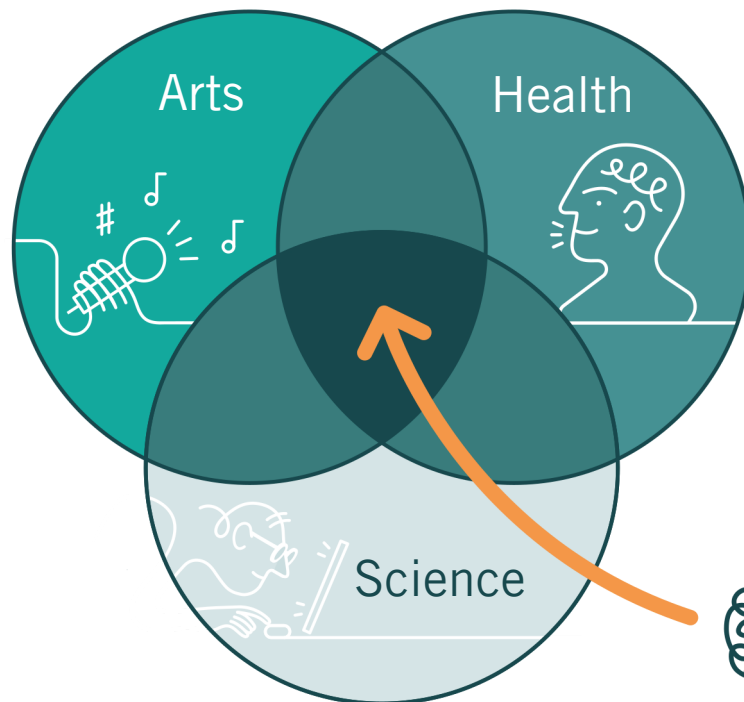
What we do

Collaboration is at the heart of what we do. Breathe works with healthcare staff, creatives, researchers, academics, patients, and communities locally, nationally and internationally.

We co-design and deliver empowering healthcare programmes, talks and training – ensuring relevancy, inclusivity and impact.

Key partners include:

World Health Organisation, NHS England, King's College London, Sea Containers London, Southwark Council, Evelina London Children's Hospital, South London and Maudsley NHS Foundation Trust and Wellcome Trust.



Each year,
Breathe is proud to
deliver 1,800 workshops,
talks and performances,
engaging over 64,000
people nationally and
internationally.



Programmes

Our innovative programmes support babies to older adults to live their healthiest lives. We do this through music, dance, magic and more, working with the very best in each field.

Research

Our work is underpinned by rigorous research, ensuring we can measure quality and impact, to always make a meaningful change.

Training

We use our decade of expertise and experience to inform, educate and equip organisations and individuals.

Talks and Advocacy

We provide major contributions to the national advocacy of arts and health, helping to drive the sector forward and build communities of practice.

Job summary

Programme Manager, Young People's Mental Health



Breathe Arts Health Research is introducing a new role of **Programme Manager, Young People's Mental Health**, focused on the co-design and embedding of a brand-new multi art form programme with young people in care.

The role will also oversee and develop additional arts programmes for young people whilst having autonomy to seek out new partnerships.

Priority programme areas will include (but not limited to):

- A brand-new multi art form programme for children and young people in care, in partnership with South London and Maudsley's Children and Adolescent Mental Health Service in Lewisham (CAMHS). A research study will be at the heart of this programme, allowing us to evidence impact and success. This programme is funded for 3 years by the Maudsley Charity and will be a major focus for the role during this time.
- Embedding our live musician programme across Evelina London Children's Hospital.

The Programme Manager will collaborate closely with young people, colleagues from NHS Trusts, artists working across a wide variety of art forms (poetry, singing, film making, spoken word, visual art, dance) and researchers to embed evidence based creative programmes that improve the mental and physical health of young people.

The Programme Manager must be strategic, highly organised, an excellent communicator and passionate about supporting young people. They must have strong project management experience including budget management, partnership management and administration. Experience working with young people is essential. The candidate must be highly professional, personable, empathetic and a true collaborator.

If you'd like an informal and confidential chat about the role or application process, please email Hannah Morgan, Company & HR Administrator (hannaha@breatheahr.org) who will arrange for you to speak with Breathe's Head of Programmes.

Job description

Programme Manager, Young People's Mental Health

Responsibilities include:

Programme Management

- Introduce and embed programmes of work with excellent systems and processes
- Monitor quality of delivery, ensuring open and collaborative dialogue with collaborators
- Develop detailed timelines, tracking systems and milestones to ensure timely delivery
- Strategically grow our programmes into new areas of healthcare and for new communities
- Chair various meetings, setting agendas and compiling minutes
- Detailed and rigorous budget management
- Work with the Communications Manager to profile our programmes, embed recruitment processes if needed and identify press opportunities

Collaboration and People Management

- Develop strong and trusted relationships with key partners, both individuals and NHS Trusts
- Collaborate with a variety of stakeholders to co-design brand new programmes of work; artists, young people, clinical staff, researchers and Breathe colleagues
- Manage, contract and collaborate with a pool of talented multidisciplinary freelance artists
- Recruit and onboard new artists to ensure a diverse and representative pool

Evaluation & Monitoring

- Follow detailed monitoring processes and systems
- Contribute to written reports and present on progress for funders
- Work with the Head of Scalability and Breathe's academic collaborators to develop and embed research protocols as relevant

Job description (continued)

Programme Manager, Young People's Mental Health

Governance & Administration

- Work with the Head of Programmes to ensure all programme policies and processes are adequate for the vulnerable young people we're working with
- Develop detailed risk assessments for all activity
- Issue contracts for all delivery staff, volunteers and clients
- Understand and adhere to Breathe's Policies and Procedures, placing particular focus on Breathe's rigorous Safeguarding and Data Protection Policies

General

- Represent Breathe at external events, in a way which is consistent with our company values of being Pioneering, Empowering, Collaborative, Inclusive and to act with Integrity
- Complete relevant role-specific, as well as company-wide, training
- Carry out all duties with an understanding of, and commitment to, equal opportunities, equality, diversity and inclusivity.

This job description is intended as an outline of the general areas of activity and can be amended in the light of the changing needs of the organisation. Breathe has a small core team and flexibility is required to support the wider needs of the organisation.

Person specification

Essential

- Extensive project management experience, ideally in arts, arts and health, or healthcare contexts
- Experience of working with young people
- Experience and knowledge of supporting vulnerable people with mental health needs
- Confident and comfortable working within healthcare settings e.g. hospital wards
- Highly organised, able to work to strict deadlines and prioritise own workload
- Excellent communication and collaboration skills
- Proven successful partnership and stakeholder management
- Skilled at budget management, with excellent eye for detail
- Excellent knowledge and competency in safeguarding and GDPR
- Interest and enthusiasm for Breathe's work
- A team player who is flexible and willing to work collaboratively and with enthusiasm to support the Breathe team to success
- Knowledge of variety of IT software, including Microsoft Office

Desirable

- Experience of co-designing brand new creative projects, with a variety of collaborators
- Experience of working with children and young people in care
- Experience of producing reports for funders or key stakeholders
- Experience of research studies within arts/ creative health
- Knowledge of the arts and health sector
- Strong public speaking and presenting skills
- Experience at Safeguarding Officer / Lead level

Please note that the successful applicant will be required to undertake an enhanced DBS check, and a job offer would be conditional on this. In addition, the post holder must have the right to live and work in the UK. Offers are subject to two references acceptable to Breathe.



About the role

Contract:

3-years fixed term (due to funding)

Salary:

£33,000 - £36,000 FTE (pro rata for part time)

Reporting to:

Head of Programmes

Hours of work:

4 days / 30 hours per week

Place of work:

Breathe's Office (The Clarence Centre, 6 St George's Circus, London SE1 6FE) plus regular travel for delivery across London, with a focus on Lewisham, Lambeth and Southwark.

Opportunities to work from home are available but limited in this role due to the nature of activity and session delivery.

Benefits:

- Breathe's annual leave entitlement is 27 days FTE (this amount is pro-rated for part time contracts)
- 1 Creative Day per year in addition to annual leave
- Company pension scheme (employer contributes 3%, employee contributes 5%), following completion of probation period
- Employee Assistance Programme - including free counselling, telephone helpline, consultations with qualified experts, self-help tools and resources
- Company Tate membership including free access to exhibitions
- Access to free cultural events through our networks and partners
- Regular training and social events with the wider Breathe Team

How to apply

Breathe Arts Health Research is an equal opportunities employer, and we embrace diversity. We positively welcome applications from individuals who identify as people of global majority, d/Deaf and / or disabled and all under-represented groups

1. Write to us in no more than one A4 page, telling us:
 - Why you are suitable for this role and what you can bring to Breathe
 - The experience and qualities you would bring to the role and how this meets the job specification
 - Earliest available start date / indication of notice period
 - The names and contact details of two referees (only contacted after seeking permission)
2. Submit your CV (max 2 pages)
3. Complete our [Equal Opportunities form here](#) (this is for monitoring only and will be separated from your application)

How to submit:

Via email to info@breatheahr.org using the subject heading 'Application: Programme Manager'

Deadline for applications:

17:00 on Monday 10th November 2025

First round interviews:

Monday 17th November 2025

Second round interviews:

Friday 28th November 2025

Interview location:

All interviews will be held in-person at Breathe's office, SE1 6FE

