Generation Mental Health Association (GenMH) is recruiting! We have new paid roles open to support our new Wellcome commissioned program - the Possibilities Collective. The Possibilities Collective is an innovative mental health research community and upskilling initiative designed by and for young people with lived experience of mental health challenges (YPWLE) around the world. Here you'll find all the information you need about these new roles and how to apply.

The Possibilities Collective: *A First-of-its-Kind Youth-Led Research Ecosystem*

Commissioned by **Wellcome** and hosted at **Generation Mental Health Association (GenMH)**, the Possibilities Collective aims to break down barriers that have long kept marginalized youth with lived experience from leading and shaping mental health knowledge. Here, young people are not just participants in research and advocacy: they are **agenda-setters, knowledge producers, and leaders of transformation.**

This ambitious, multi-regional program will span five global regions: North America, South Asia, North Africa, East Africa, and West Africa to foster a new generation of youth lived experience leaders and build a more inclusive future for mental health research.

Program Highlights

- **Experiential Learning**: Research internships, mentorship, and project grants tailored to youth needs.
- **Self-Guided Learning Hub**: A multi-language, accessible web platform with training, peer learning, and interactive educational tools.
- **Removing Barriers to Dissemination**: Travel grants and a **Lived Experience Ethics Review Committee** to open access to academic publishing and conferences.
- **Partnerships**: Collaborations with **Mentor Services UK**, **UC Berkeley's Innovations for Youth (i4Y) Hub**, and grassroots partners across target regions.
- **External Consulting**: An advisory practice to support researchers and institutions in meaningfully involving young people with lived experience (YPWLE) in research.

For more information, visit https://www.generationmentalhealth.org/the-possibilities-collective.

Join the Possibilities Collective Team!

We're excited to be building the **Possibilities Collective** and we're looking for passionate people to help make it happen.

We're currently recruiting for:

Program Staff (Program Manager) – This team member will help lead the Collective and make sure the program runs smoothly across all regions.

Regional Teams – Each of our **five regions** (North America, South Asia, North Africa, East Africa, and West Africa) will have a **team of four**. These teams will make sure the Collective is rooted in the local context, bringing in the voices, needs, and ideas of young people on the ground.

Every Regional Team will be led by a **Regional Manager**, who will work closely with the program staff and connect with other Regional Managers through the Collective's **steering committee**. Other regional team members lead on Community Engagement, Self-paced Learning, and Professional Development programming.

Together, we'll make sure the Possibilities Collective is truly global **and** deeply connected to local realities.

Who We're Looking For

Are you a young person with lived experience of mental ill-health, distress, trauma or marginalisation? Do you want to use your skills, knowledge, and experience to **create meaningful change in your community and beyond**? Then the Possibilities Collective wants you!

Priority will be given to candidates from or working in our priority countries: Northern America (USA and Canada), South Asia (India, Pakistan, Bangladesh, Nepal, Sri Lanka), North Africa (Egypt, Morocco, Tunisia), East Africa (Kenya, Uganda, Tanzania), and West Africa (Ghana, Liberia, Nigeria, Cameroon). Regional Team members are expected to live in the region they will be representing.

 We're looking for people who are:

- **Passionate About Change** – You care deeply about mental health and want to make a tangible difference through advocacy, research, mentorship, or community-led initiatives.
- **Curious and Open to Learning –** You're ready to grow, share your knowledge, and explore new ways of thinking and doing.
- **Committed to Growth and Impact** – You bring strong organizational, facilitation, and problem-solving skills, and are excited to contribute to a program with global reach and local relevance.
- **Committed to Justice and Equity –** You believe mental health isn't just about services, but also about challenging inequities like racism, casteism, sexism, ableism, classism, and colonialism and want to help build programs and solutions that center marginalized voices.

- **Experienced or Interested in Program Management & Collaboration** – You are excited to coordinate projects, support teams across regions and help run initiatives that amplify youth leadership and lived experience.
- **Community-Centered and Supportive** – You value collaboration, co-creation, and care, and are ready to uplift peers while fostering an inclusive, participatory environment.
- **Tech- and Knowledge-Savvy** – You are comfortable using digital platforms, managing knowledge or educational resources, and supporting online engagement and learning.
- **Ready to Lead & Mentor** – You want to take ownership, set agendas, support peers, and help develop a new generation of youth leaders with lived experience.
- **Globally Minded & Locally Rooted** – You're excited to connect with peers across regions while centering the perspectives, traditions, and needs of your own community.

If this sounds like you, we want you on our team! Together, we can build a global network of young leaders with lived experience driving innovation, justice and equity in the mental health research landscape.

About GenMH

Who We Are
Generation Mental Health (GenMH) is a global organization led by young people with lived experience of mental health challenges, for young people with lived experience.
We are building a generation of mental health advocates, researchers, and innovators who represent the communities they serve.

For too long, global mental health has been shaped from the top down, where power and privilege decide whose struggles are recognized, which research gets supported, and what solutions are valued. At GenMH, we believe young people with lived experience of mental ill-health, especially those whose lives intersect with adversity and marginalisation are best placed to create innovative, culturally grounded, and justice-driven solutions for their communities.

Our Mission
Our mission is to elevate the voices of young people with lived experience, challenge inequitable power dynamics in mental health, and empower those most affected by mental ill-health and related adversities to transform the well-being of their communities.

We do this by creating accessible opportunities for growth and leadership through mentorship, training and community-driven platforms that equip youth with lived experience of mental ill-health, distress and marginalisation to lead research, advocacy, and care initiatives.

Our Values
We are youth-led, lived experience–centered, and driven by justice.

Accessible & Inclusive
We actively confront racism, classism, sexism, casteism and neocolonialism in mental health. We focus on amplifying underrepresented youth voices and creating equitable opportunities.

People-Centered
We co-create with the communities we serve. Our strengths-based approach empowers youth while emphasizing care, collaboration and solidarity.

Future-Focused
We work for long-term, systems-level change, imagining a world where all young people can thrive with good mental health.

Job Title Learning Lead
Location Remote, Global
Contract Type 12 hours a month, fixed term
Programme The Possibilities Collective, Generation Mental Health Association (GenMH)
Max Tenure 27 months
Number of Positions 1 per region
Reports to Regional Manager
Joining January 2026
Application Deadline October 27th 2025 at 11:50pm Pacific Time

Role Overview
The **Learning Lead** will oversee the design, management and continuous improvement of the Collective's self-guided learning platform and resources. In collaboration with the global program team, they will ensure that materials are culturally relevant, accessible and tailored to the needs of young people with lived experience (YPWLE) across diverse contexts within the priority regions. This role will also provide ongoing support to YPWLE enrolled in the self-learning programs, helping them navigate the platform, access resources and apply learning to their own contexts.

Requirement/Essential
- Minimum 2 years of experience in knowledge management,research development curriculum design or e-learning.
- Demonstrated ability to adapt and contextualize educational resources across cultures and regions.
- Strong understanding of equity, inclusion, and lived experience–centered approaches.
- Knowledge of diverse cultural contexts and intersectional identities within your region.
- Experience supporting learners or communities through mentorship, facilitation, or resource provision.
- Strong organizational and digital literacy skills.
- Strong written and spoken communication in English, with ability to collaborate across cultures.
- Ability to collaborate effectively with diverse team members across regions and time zones.

Desirable
- Experience with digital learning platforms, online facilitation, or instructional design.
- Familiarity with mental health research or adjacent fields.
- Knowledge of local languages within the priority regions.
- Experience co-creating resources with youth or lived experience communities.
- Experience with quantitative and qualitative data collection and analysis

Key Responsibilities
- Collaborate with the global team and regional advisors to develop, curate and adapt self-guided learning modules and materials.
- Ensure resources are accessible, user-friendly, and adaptable to varying literacy levels and digital access conditions.
- Collaborate with experts and lived experience leaders to ensure accuracy and relevance of the learning materials
- Adapt and contextualize materials to reflect local cultures, languages and lived realities of diverse countries within the regions.
- Gather feedback from regional teams and YPWLE to share insights with the global team to improve learner support strategies..
- Ensure equity and inclusion in all resource design (e.g., attention to marginalized subgroups).
- Oversee the learning platform's usability, accessibility and performance.
- Provide ongoing support to YPWLE enrolled in the self-guided learning programs.
- Monitor learner progress, identify challenges and adapt support strategies accordingly.
- Track learner engagement and outcomes, working with the global MEL team to assess effectiveness of self-guided programs.
- Use data and feedback to inform resource updates and platform improvements.
- Contribute to reporting on learning outcomes for the Collective.

Compensation
The position offers an honorarium of **240 USD per month** for 12 hours a month, with an additional stipend on a pro rata basis for work exceeding the agreed upon commitment.

How to Apply
Interested Candidates must submit an application, including uploading a Resume/CV at https://redcap.sph.uth.edu/surveys/?s=8FMD9HAJ3CDALCFN .

Support and Accommodations
We are committed to creating an inclusive, supportive work environment where people with lived experience and those from underrepresented communities can thrive. We provide reasonable accommodations, flexible work arrangements and access to wellness and peer support resources and mentorship support to ensure team members can thrive in their roles. We recognize that success is about having the right systems in place to support each person's well-being, growth and contributions. We will actively work to remove barriers so that all team members can contribute fully and grow within the organization.

Equal Opportunity

Generation Mental Health Association is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We do not discriminate on the basis of race, gender, sexual orientation, gender identity or expression, disability, caste, or any other protected status.

We recognize that individuals from the Global Majority and other historically excluded communities may hesitate to apply if they don't meet every listed qualification. If you're excited about this role but don't meet every single requirement, we still encourage you to apply, you may be the right person for the role.

We are also currently hiring for Program Staff Positions at GenMH which may be a better fit depending on your experience and interests.