

Role title	Specialist Dementia Carer Link Worker
Responsible to	Post Diagnostic Support Lead
Location	North Lanarkshire

About Alzheimer Scotland

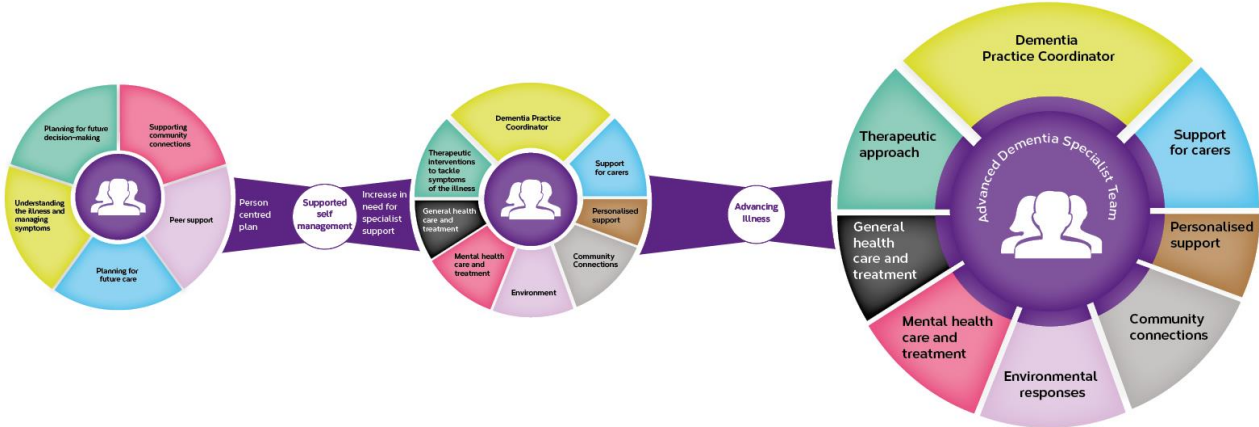
Alzheimer Scotland is Scotland’s national dementia charity. Our aim is to make sure nobody faces dementia alone. We provide support and information to people with dementia, their carers and families, we campaign for the rights of people with dementia, support vital dementia research and promote positive brain health.

Alzheimer Scotland is committed to fair work and to enabling an environment of trust, integrity and respect, for which everyone in the organisation has a responsibility. We encourage creativity and innovation as we strive to continually improve the ways we support people with dementia, their families, and carers. Our employees and volunteers work collaboratively to provide the best outcomes for those who rely on our services, so that together we can deliver on the charity’s vision to make sure no one faces dementia alone.

All Alzheimer Scotland employees and volunteers are encouraged to fully engage in activity within the organisation, and we actively promote effective voice so that the views of those who work with us are sought out, listened to, and can make a difference. We advocate continuous development across all our teams, providing opportunities to learn in an environment that is safe and supportive.

About the role

The purpose of the Specialist Dementia Carer Link Worker role is to provide specialist dementia expertise and support to those affected by dementia, with a specific focus on family carers. The Specialist Dementia Carer Link Worker will support families referred to the service.



Key responsibilities

Role specific responsibilities

- To provide specialist evidenced based intervention, practical advice and emotional support for family carers of people with dementia and where appropriate people with dementia themselves at all stages including bereavement.

- To meet the multiple and often complex needs of family carers affected by dementia through ongoing assessment of health and well-being, including risk assessment, developing, implementing and evaluating intervention plans.
- To advise on, recommend and provide a range of effective evidence-based interventions at all stages of the families experience of dementia, paying particular attention to loss, transitions and changing relationships.
- To provide a range of evidence-based interventions to promote health and assist with the alleviation, prevention and management of stress, depression, anxiety and other mental health needs of carers.
- To offer expertise and guidance to professional colleagues, the public and others in supporting family and relationship-centred approaches and best practice in dementia care.
- To assist with the development, evaluation and audit of the interventions and specialist advice. Support the development of the Specialist Dementia Carer Link role.
- To provide up to date advice, support, liaison and in negotiated circumstances education and training to other staff/agencies.
- To assist families affected by dementia and/or colleagues, to develop skills and competencies in understanding and develop coping strategies, in both individual and group situations. For example, managing complex conditions, adapting responses when supporting the person with dementia, changes in relationships, distressed presentations.
- To act as advocate for family carers (with permission) to facilitate access to services and influence care provision.
- To identify development options for addressing inequality and to contribute to strategies designed to improve access to services for people with dementia and carers who are socially excluded.
- To recognise the limits of their own competency and professional boundaries and to make appropriate and timely referral in respect of clients' needs.
- To facilitate and participate in case conference meetings, network meetings and similar, giving feedback and liaising with all concerned.

Other responsibilities

- Ensure Health and Safety is actively monitored and implemented and identify and manage risk in line with Alzheimer Scotland's operational guidance.
- Use IT systems appropriate to the role, including Microsoft Office suite, ALIS (intranet), and iTrent (HR and People system) and ensure all required measures to relating to the safe and secure use of sensitive and personal data are adhered to at all times.
- Actively collaborate with peers and colleagues both internally and external to the Charity, as appropriate to the role, in developing positive working relationships and collaborative, flexible approaches.
- Operate within the context of all Alzheimer Scotland policies and procedures.
- Participate fully in team meetings, learning and development opportunities and CPD/ CPL activities, and personal review and appraisal meetings.

- Adopt and maintain a positive approach in supporting, contributing to, and enabling effective employee voice.
- Actively support and promote the integration of volunteer activity and effective volunteer voice.
- Work flexibly and undertake any other appropriate duties commensurate with the general remit of the role, as required.

General

This job description remains subject to review by the Charity at any time and does not form part of the postholder's contract of employment unless explicitly stated.

Reviewed: February 2023

Person Specification

This person specification should be read with the job description for the post of Specialist Dementia Carer Link Worker. Please note that these competencies are not ranked in order of priority.

	Essential	Desirable
Professional attitudes and values		
Understanding of and empathy with Alzheimer Scotland's aims and values	✓	
Understanding of the principles, values and practice of community care and joint working	✓	
Experience of successful working in community care services, health care setting, or a social care setting.	✓	
Qualifications		
Recognised professional qualification in social care, social work, nursing, occupational therapy, community work, counselling or other related occupations to a minimum of SVQ Level 4 or equivalent.	✓	
Recognised professional qualification in Dementia Care.		✓
Full driving licence and access to a vehicle during working time.	✓	
Evidence of skills and knowledge at or working to the Enhanced Level of the Promoting Excellence Framework (2021)	✓	
Work experience		
Experience of working with and providing services to people with dementia and their carers.	✓	
Experience of multi-agency working and supporting vulnerable adults.	✓	
Experience of person-centred planning and assessment.	✓	
Experience of working in an unsupervised manner and of being responsible for and organising their own workload.	✓	
Experience of working with or within Older Peoples' Psychiatry Services.		✓
Communication		
Excellent interpersonal and communication and telephone skills	✓	
Evidence of good IT Skills.	✓	
Ability to produce written reports and routine communication with minimal administrative assistance.	✓	

Awareness and or experience of IT systems and software.	✓	
Professional relationships		
Ability to work as part of a team and to initiate, sustain and respond to various people within an interagency environment.	✓	
Ability to relate purposefully and communicate effectively with people with dementia and their carers	✓	

Reviewed: February 2023