

**Carers
First**



Candidate Pack
Young Carer Support Worker
(Medway)

Welcome

Thank you for your interest in working for Carers First as our next Young Carer Support Worker.

This is an exciting, rewarding role and you could be just the person we are looking for to join us to make that valuable difference in young carer's lives.

You will be joining a charity that has a new ambitious three-year strategy to grow our reach, support and impact for carers, working in collaboration and partnership with a range of statutory, voluntary and commercial organisations.

To be successful in this role you will need:

- Experience of working with young people (ideally vulnerable groups or carers) either in one-to-one or group setting and demonstrate an understanding of young carers and their issues.
- Excellent communication and interpersonal skills.

If you have the passion and drive to make a difference and you have the experience and skills we are looking for, we are keen to meet you - and welcome you to our dedicated and talented team.

Warmest wishes

Kelly Rust
Chief Executive



About us

We understand that life as a carer can be challenging. Getting the support and help you need shouldn't be.

Any of our lives could be turned upside down due to the ill-health, frailty or disability of a family member or friend. In fact, two in three of us can expect to become a carer in our lifetime.

There are currently 5.7 million unpaid carers in the UK, however carer charities estimate that number could be as high as 10.6 million. Their huge contribution saves our economy £184 billion each year - the cost of a second NHS. Each carer's needs and situation are unique, but many face similar challenges. They can struggle to balance employment, finances, or their own wellbeing and time for themselves with their caring role. They may not be aware of the help and support available to them - and that is why we are here.

Carers First works directly with, and for carers, providing personalised information and tailored support in the way that suits them: online, on the phone, or face to face in their local community. With the help of our supporters and volunteers, we can continue to be there for carers, helping them find balance, and to live their lives to the fullest - today, and for years to come.



Our values

We are:

Positive

We are dedicated to working with carers to make a positive, material difference in their lives. We celebrate diversity and work in an inclusive, positive and supportive way, actively listening and valuing everyone's contribution.

Collaborative

We recognise the importance and strength of working in collaboration with local and national organisations to deliver improved support to carers. We also know the importance of collaborating with our Carers First colleagues, sharing knowledge and learning, being curious, respecting differences and working with integrity and transparency.

Ambitious

We are ambitious and tenacious in our determination to support more carers in better ways. We will innovate and develop our programmes of support, so more carers are able to obtain the support they need, at the time they need it, to achieve a balance in their lives and enable them to live their lives to the fullest.

Diversity and Inclusion

We are proud to be a diverse and inclusive workplace.

Carers First is committed to promoting equal opportunities in employment. Employees and any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics).

Carers First has an absolute commitment to equality and diversity which is about:

- Recognising and valuing difference.
- Recognising and seeking to redress inequality and disadvantage.

Our commitment is firmly founded on our belief that:

- To offer services that are personal, committed and creative we need a diverse staff team who can respond to our carers as individuals.
- To attract, keep and motivate the most talented staff, we need to:
 - Reach out to all sections of the community.
 - Provide a working environment in which everyone feels valued, respected and able to contribute.

The charity recognises that true diversity in service delivery provision and within the staff group also involves a willingness to act, where necessary, at combating the effects of existing barriers to fair and equal treatment.

Our strategy 2024-2027

Our three-year strategy will enable us to grow our work to reach and support significantly more carers, deliver innovative programmes of support in coproduction with carers and forge new collaborations to scale our reach, support and impact for carers.



Strategic Objectives

Over the next three years Carers First will:

1. Reach and engage more carers early in their caring role
2. Develop new innovative models of collaboration, delivery and programmes with the potential to scale our reach and impact
3. Achieve the highest quality of support possible, so we can maximise the difference made to carers lives
4. Champion talent and diversity
5. Grow and diversify our income to enable us to achieve more for carers.

Our support and services are designed with carers, ensuring the support we offer is inclusive and accessible to all carers in different communities.

By joining Carers First, you will play a vital part in helping us achieve this. You can help us achieve something amazing.

How we work

We support young carers, young adult carers and adult carers throughout England with our comprehensive online offer including information, advice and guidance, tools, resources and training, as well as through our vibrant online peer support communities.

We also deliver locally commissioned services in Lincolnshire, Essex, Medway, Southend and in four London Boroughs.

We offer a range of support options for carers to access in ways that work best for them:

- **Face-to-Face Support:** Available both one-to-one and in group settings, providing personalised and community-based assistance.
- **Online Support:** Accessible resources and virtual sessions to ensure carers can connect with us anytime, anywhere.
- **Dedicated Helpline:** A trusted source of advice, guidance, and a listening ear for carers navigating their journey.
- **Extensive Online Resources:** Comprehensive and easy-to-use tools, guides, and information to empower carers with knowledge and confidence.
- **Collaborative Partnerships:** Working with organisations and communities to provide a seamless network of support tailored to carers' needs.

Our impact and reach

Carers First Impact Framework sets out our Theory of Change and the measures and tools we use to understand the outputs, outcomes and impact of the support we provide.

Last year, we reached over 330,000 people to provide information about caring and 51,000 carers are registered with us to receive information and support.

In numbers

- 96% of carers felt more resilient in their caring role after our support.
- 95% of carers felt listened to and that their own needs were taken into account through our interventions.
- 93% of carers felt more confident and informed in their caring role after our support.





Join our team

When you join Carers First, you join a vibrant, inclusive, and supportive team who all have a shared interest in supporting unpaid carers to continue living their lives to the fullest, across the country.

In a community dedicated to caring, we believe that our employees and volunteers really do make a difference, therefore, we emphasise the importance of learning and development, as well as actively encouraging them to develop their skills with our fantastic learning and development programme. This means that all of our team become the best that they can be, whilst helping others do the same.

The role

Job Title:	Young Carer Support Worker
Salary range:	£14,871 per annum (£24,454 FTE)
Contract:	Permanent
Hours:	22.5 hours per week
Location:	Flexible and hybrid working in the community - Medway

Job Description

Job title: Young Carer Support Worker

Reports to: Young Carer Services Team Lead

Purpose of the role: Provide Information and Advice including groupwork activities to young carers and young adult carers enabling them to build resilience and develop support networks which promote their wellbeing by making a difference to their lives in their caring role.

Job Overview

The Young Carer Support Worker will:

1. Work collaboratively with carers using a strengths-based approach to provide personalised information and support planning with advice and information to young people who look after a relative or friend who could not manage without their help.
2. Working closely with young carers to support transition stages for young carers into adulthood and services, so they are supported by their school and local services in the community.
3. Work flexibly to achieve the goals of Carers First and the needs of the young carers we support.
4. Be pro-active in the identification of young carers through partnership working, networking with community groups, education providers and businesses, and ensuring the development of strong relationships with other Carers First teams within Medway.
5. Develop a strong understanding of the Carers First databases and their functionality to ensure accurate data records are maintained in meeting targets as outlined with our commissioners.

Responsibilities and Duties

- 1. Work collaboratively with carers using a strengths-based approach to provide personalised information and support planning with advice and information to young people, who look after a relative or friend who could not manage without their help.**
 - Provide a personalised service to young carers based on the principles of trust, respect, and dignity.
 - Provide information, advice, guidance, emotional and practical support that responds to identified young carer need.
 - Advocate on behalf of young carer and empower self-advocacy and young carer contributions to local decision-making processes.
 - Conduct and complete young carer statutory assessment using the 'My Star' initial assessment to identify intended outcomes with appropriate support planning and reviews.
 - Conduct reviews of the assessments and support plans and track the progress of the young carer which clear outcomes that allows changes to be recognised by young carers.
 - Ensure that knowledge of the support available to young carers is to a high level and offer young carers quality advice and information.
 - Develop an understanding of an outcome-based approach to providing support to young carers.

2. Working closely with young carers to support transition stages for young carers into adulthood and services, so they are supported by their school and local services in the community.

- Engage with the young carer using a strengths-based approach to identify needs and produce an appropriate personal action plan that enable them to build resilience and confidence and gives them the support they need to continue caring.
- Coordinate the provision of targeted workshops and activities to empower the young carers to make choices about training, education and employment.
- Where localised support is not accessible or available, work collaboratively with young carers to identify and access alternative grants and funding, where appropriate to support the caring role.

3. Work flexibly to achieve the goals of Carers First and the needs of the young carers we support.

- Complete the duties of your role through a variety of contact methods including the delivery of 1:1 support, peer support groups and any events and activities. Where required, undertaking home visits, school visits, contact via telephone or other virtual means.
- Work within the Young Carers team to identify the need and run/facilitate young carers support groups and forums.
- Facilitate monthly young carers support groups at a time and location which is available for young people.
- Facilitate young carer training sessions, providing in house young carer support expertise.
- Attend events as required by the young carers team schedule of activities, including school holidays and occasionally outside of standard working hours.
- To work as part of the Carers First Organisation and from time to time undertake work as directed by line manager for the efficient running of the charity.

4. Be pro-active in the identification of Young carers through partnership working, outreach with community groups, networking with education providers and businesses, and ensuring the development of strong relationship with other Carers First teams within Medway

- Develop a strong working relationship with the Operational Teams in Medway.
- Liaise with the operational teams to discuss and assess the support needs of young carers within the locality.
- Attend locality team meetings to discuss and assess the support needs of young carers within the locality.
- To work with young carer providers, colleges and schools in Kent and Medway to facilitate referrals into the young carer service and to raise awareness of young carers issues.

- Work collaboratively with statutory and voluntary sector professionals and ensure that they are supported to work with Young Carers, by providing training to wider community partners where need is identified.
- Attend and provide input to relevant safeguarding meetings for any young carers on your caseload and step in to support colleagues, where required.
- Ensure availability to attend National activities such as Young Carers Action Day, Carers Week and Carers Rights Day.
- Hold in house expertise on behalf of Carers First engaging in national best practice, working collaboratively with statutory and voluntary sector partners.

5. Develop a strong understanding of the Carers First databases and their functionality to ensure accurate data records are maintained in meeting targets as outlined with our commissioners.

- Ensure that outcomes for young carers are recorded on the database to enable the use of intelligent data to evidence benefit of the support given to young carers.
- Record all contacts with young carers onto the database daily to ensure that information about the support given is up to date.
- Collaborate with Carers First Quality Leads, providing assurance that assessments and contact with Carers meet the agreed standards.
- Ensure that all recordings are within the agreed processes and timeframes and that key actions are recorded.
- Provide evidence-based cases studies and reports which reflects Carers Feedback and surveys.
- Use a range of outcome-based tools to evidence your work, identify gaps in provision and support continuous service development.
- Be highly competent in own use of IT (Microsoft Applications Word, Excel, Outlook).
- Utilise the database to build an understanding of the support given to the young carer and the identify areas of need keep appropriate records.
- Build a resource network to gain a knowledge of the support available to young carers in the wider community, ensuring the information resource within the database is kept up to date.
- Comply with data protection legislation and GDPR good practice ensuring Carers First's data policies and procedures are adhered to at all times.

Carers First is committed to safeguarding children, young people and vulnerable adults from abuse and expects all staff and volunteers to share this commitment.

These are the normal duties that are required for this position. However, it is necessary for all employees to be flexible and they may be required, from time to time, to perform other duties as may be required for the efficient running of the charity. This Job Description is non-contractual, it will be subject to reviews and may change.

The postholder will take responsibility to integrate safeguarding into all aspects of their work, complying with organisational policies and frameworks.

The postholder will be expected to ensure that their work complies with contractual terms and conditions, the charity's policies and procedures and key legislation, including the General Data Protection Regulation (GDPR) and charity law.

Person Specification

Education

- NVQ Level 2 or relevant experience
- Evidence of further relevant training or continuing professional development

Skills and Experience

- Demonstrate outstanding verbal communication skills and ability to communicate effectively to a variety of audiences
- Strong organisational skills
- Competent user of Microsoft Office suite and social media platforms
- At least 1 years' experience of working with vulnerable adults / children
- Working knowledge of safeguarding legislation
- Understanding of carers issues and the needs and core principles for working with carers
- Knowledge of the roles of statutory and voluntary social care and health services, personalisation and carer choice and control.

Personal Qualities

- Ability to demonstrate understanding of and an **ambitious** commitment to the goals and values of the charity.
- Demonstrate a **positive** level of professional credibility, integrity, and emotional resilience.
- Self-motivated, **collaborative**, and able to work flexibly, whilst maintaining good work/life balance.

Rewarding our employees

We provide a reward package for our employees upon joining Carers First.

Our reward package includes:

- 26 days Annual Leave which increases with continuous service + Bank Holidays.
- 1 days Birthday Leave
- Benenden Private Healthcare Membership (following successful probationary period)
- Pension
- Death in Service Benefit
- Employee Assistance Programme
- Carer Passports
- High Street Discount Platform
- Flexible Working Options

How to apply

To apply for a role with Carers First, please complete in full our online application form via our website: <https://www.carersfirst.org.uk/about-us/working-for-us/>

Appointments are subject to Carers First receiving an appropriate disclosure from the Disclosure and Barring Service that we consider acceptable.

We encourage and welcome applications regardless of gender, ethnicity, religion, disability, sexual orientation or age.

If you would like to discuss this role confidentially, please contact us at, recruitment@carersfirst.org.uk, and we will be happy to organise one of the Team to contact you.

Interview process

All successfully shortlisted candidates will be contacted directly, and interviews will take place week commencing **27 July 2026**.

Tips on completing your application

- Read the Job Description and Person Specification carefully.
- Be sure to include your employment history, details of relevant duties to the role you are applying for and any transferable skills you may have.
- Include any other work or volunteering experience you have which you feel is relevant.
- Read the Skills and Experience required for the role in the Person Specification and demonstrate clearly in your application evidence of how you meet each of these.



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