

**Job Title: Senior Care Worker, Care Worker Trainer**

**Location: Lewisham, London**

**Job Type: Full-time/Permanent**

**Reports to: Director**

**Annual Salary: £ 26,200**

Integrated Healthcare Professionals Ltd (IHcPro), a healthcare recruitment agency is seeking a highly motivated and dynamic Senior Care Worker, Care Worker Trainer to join our team based in Lewisham, London.

Sitting in our Operations team, you will primarily be running our induction training programme, which ensures all staff are given the appropriate mandatory training to feel confident and prepared for their role within various healthcare settings.

**Responsibilities:**

**Training Oversight:**

- Routinely oversee and monitor care workers' training programs to ensure compliance and effectiveness.
- Respond to emergencies and provide timely guidance and support to care workers in challenging situations.

**Strategic Leadership:**

- Maintain a clear sense of professional purpose and strategic direction in shaping the social care education and training agenda nationally.
- Lead and support workstreams that enhance career and role development for the social care workforce.

**Educational Expertise:**

- Demonstrate knowledge and experience in leading workstreams that enhance career and role development for the social care workforce.
- Understand key factors and practices essential to high-quality learning and education, ensuring effective embedding and continuous enhancement.

**Training Program Development:**

- Plan, develop, and deliver mixed modes of education and training to meet the evolving needs of the care workforce.

**Stakeholder Engagement:**

- Build key networks and strategic alliances across multiple stakeholders at both local and national levels.
- Collaborate with internal and external partners to ensure alignment with industry best practices.

**Organisational Change Leadership:**

- Visit care homes, nursing homes, and retirement living homes to drive effective organizational change.
- Reinforce strong change leadership, ensuring both transactional and transformational changes are embedded.

**Learning and Development Expertise:**

- Provide expertise on wider people development projects linked to leading and managing.
- Collaborate with the team and business stakeholders to develop, review, and evaluate leadership and management development programs.

**Relationship Building:**

- Build and maintain effective relationships with internal and external stakeholders, including the operational community and external providers.

**Continuous Improvement:**

- Keep up to date with organizational development in the leadership, learning, and development arena through participation in external networking, skills, and sector forums.

**Competencies**

The holder of this post should be able to demonstrate, or quickly acquire through appropriate training:

- Demonstrate comprehensive knowledge and expertise in healthcare practices and procedures.
- Develop and deliver effective training programs for healthcare workers, incorporating diverse teaching methods.
- Communicate complex healthcare concepts in a clear and understandable manner
- Adjust training approaches to meet the diverse learning styles and needs of healthcare workers
- Provide constructive feedback and guidance during practical training sessions
- Stay updated on healthcare regulations and standards, ensuring training aligns with industry requirements
- Encourage healthcare workers to think critically and apply knowledge in diverse clinical scenarios.
- Emphasize the importance of patient-centered care and empathy in healthcare practice.
- Utilize technology effectively in training, including relevant healthcare simulation tools and digital resources
- Foster collaboration among healthcare workers, promoting teamwork and interdisciplinary communication.
- Encourage a culture of continuous learning and professional development among healthcare workers

- Address cultural competence in healthcare, ensuring sensitivity to diverse patient populations
- Teach proper documentation practices to healthcare workers, emphasizing accuracy and compliance.

**Qualifications:**

- Level 3 NVQ - Essential
- Nursing or Complex Care experience – Essential
- Previous experience as a Health Care Trainer - Essential
- Experience in a customer service setting, building up relationships – Essential

**Education and Experience:**

- Bachelor's degree.
- Previous experience working in healthcare is highly desirable.
- Proficiency in Microsoft Office Suite and project management software.

Join us in making a positive impact on healthcare delivery. If you are a dedicated and detail-oriented professional, with a passion to upskill healthcare workers, we invite you to apply for the Senior Care Worker, Care Worker Trainer position.

**How to Apply:**

Interested candidates can apply by clicking the URL <https://ihcpro.co.uk/careers/> by 16th February 2024.

IHcPro is an equal opportunity employer and welcomes applications from candidates of all backgrounds. We thank all applicants for their interest; however, only those selected for an interview will be contacted.