

Job Title	Training Officer
Service	Effro
Salary	£27,147.34
Hours	37 hours 9am-5pm Monday to Friday with occasional requirement for evening work (alternative working hours/patterns will be considered)
Contract	Fixed term until 31/03/27
Responsible to	Service Manager
Location	Throughout the operational area of Effro (primarily Cwm Taf Morgannwg health board and Cardiff and the Vale Health board) with possible occasional travel throughout Wales
Base	Cwm Taf Morgannwg health board and Cardiff and the Vale Health board area Platform offices

About Platform

At Platform we have a vision of 'sustainable wellbeing for all'. It's a big vision in a big and complicated world, but one that we are passionate about. We work alongside people experiencing challenges with their mental health, and with communities who want to create a greater sense of connection, ownership, and wellbeing in the places that they live. We are part of a growing movement of people and organisations who do not believe society's current 'helping' systems are fit for purpose. We know that these systems require radical change in order to really contribute to our shared vision of 'sustainable wellbeing for all.' We are testing and developing an asset based, trauma informed and healing focused approach to our work, as a response to the deficit based, traumatising and often damaging approaches experienced by many people when seeking help.

Effro Overview

Effro is an innovative dementia project which is part of Platform for Change. It seeks to promote and support the benefits of physical activity and mental stimulation in slowing the progression of a range of conditions that are under the dementia umbrella. Building on a range of UK and international approaches we work in a person centred, individual way to help people living with dementia to regain a sense of their own identity whilst offering vital short-term respite to those who care for them. Effro offers a range of training and advice to professionals and the public to help them better understand dementia and support those living with it.

We seek to train a range of people, with a range of backgrounds including medical professionals, Council staff, social care professionals, paid and unpaid carers.

You will be working alongside an experienced training officer who has been part of the Effro project for 5 years who will support you in your role.

Your role will involve taking the Effro approach into the wider community and demystifying the world of dementia whilst tailoring training to meet the specific needs of your audience.

Quote from current training officer:

“It’s great to see confidence being built and people growing and developing their skills in dementia support. It’s fantastic to know our training continues to have an impact upon the dementia community long after people have left the room”.

Job Purpose

- To develop and deliver external training programmes based around the Effro ethos on dementia approaches.
- To develop and deliver training based around Cognitive stimulation and reminiscence therapy.
- To develop and deliver training aimed at Dementia awareness, challenging stigma and promoting peer support networks.
- To develop and deliver training directly to care home support staff on dementia awareness and cognitive stimulation group work.
- To confidently adapt training courses to address the needs of a wide variety of audiences and interest groups
- Work with the Effro Project team to recruit, train, mentor, supervise and support a team of volunteers.
- To contribute to the team in delivering on the project outcomes required, ensuring all interventions are provided in a strengths-based, compassionate and recovery orientated way, in line with the service’s operational plan.
- Participate in awareness raising events about

Role expectations

- To identify need, develop and pilot new training packages; to include but not limited to;
 - Dementia awareness. (to be delivered in/to: schools, business’, care homes, day centres, support staff etc).
 - Group work.
 - Effective conversational techniques for those living with dementia.
 - Cognitive stimulation therapy.
 - Reminiscence therapy.
 - Digital aids for reminiscence therapy.
 - Partnership carer groups with the Platform Wellbeing team.
 - Developing training in partnership with other organisations.
- To actively promote the above training (and the work of Effro in general) through attendance at relevant forums, meetings and through general networking.
- To work collaboratively with partners on the development and delivery of bespoke training.
- To be aware of safeguarding and health and safety issues.
- To contribute to the development of training for the wider organisation.
- To identify opportunities to deliver training and promote an income-based training service.

- Engage relevant stakeholders and build relationships across statutory and third sectors.
- Actively seek opportunities to collaborate with other agencies in the development of the training offer.
- Promote a culture which puts individual's needs and interests at its centre and aims to be inclusive of all potential stakeholders.
- To manage enquiries about volunteer/ external training programmes.
- To participate in the recruitment and training of volunteers joining the Effro project.
- To become a Dementia Friends Ambassador.

Administration

- To ensure that colleagues are kept up to date with all relevant information.
- To produce reports as requested within area of responsibilities.
- To ensure that key information and outcomes are recorded.
- To ensure that IT systems are used effectively and in line with organisational procedures – e.g. Use of e-mail and database systems, power point and other office programmes.
- To provide all relevant information to head office and external organisations as required.
- The ability to manage your own diary.

Organisation Expectations

To carry out all duties in a manner that reflects Platform's values.

Platform is connected, compassionate, brave and curious.

Connected: A sense of connection is fundamental to wellbeing.

That includes feeling connected with people, places, communities, nature, supportive organisations, and the wider world.

To encourage connection we are authentic, open and honest – and treat everyone as equal.

Compassionate: We believe everyone should be treated with compassion, so kindness and empathy sit at the heart of our trauma informed approach.

We do not judge, or suggest we know how people feel – instead, we value individual differences, and give lived experience the respect it deserved.

Brave: We are bold in challenging the current paradigm in mental health culture. We're not afraid to swim against the tide, we expect and accept resistance to change, but we trust our intuition and will be disruptive and determined in securing change for the greater good.

Curious: We're always interested in people's ideas and experiences and see our work as a continuous learning curve. We ask questions – and question the answers – as part of a wider social movement exploring new approaches to sustainable wellbeing.

Person Specification

	<u>Essential</u>	<u>Desirable</u>	Assessed through
Experience			
Experience of developing, delivering training programmes	✓		Application/Interview
Experience of designing and delivering accredited training programmes		✓	Application
Experience of dementia conditions and their impacts		✓	Application/Interview
Experience of delivering training to audiences with varying backgrounds	✓		Application/Interview
Experience of liaising with residential providers; care homes; community organisations and health services		✓	Application
Experience of recruiting, training and supporting volunteers		✓	Application/Interview
Qualifications and skills			
Qualification relevant to the work – i.e. TAQA or equivalent, QCF Level 3 Health and Social Care		✓	Application
PTLLS/CIPD or equivalent qualification		✓	Application
Full current driving licence and access to your own transport	✓		Application
Ability to communicate in Welsh		✓	Application
Excellent verbal, written and IT skills, including Microsoft packages	✓		Application/ Skills Assessment
Knowledge and Understanding			
Understanding the health and social care sector in relation to dementia	✓		Application/ Interview
Understanding safeguarding and POVA	✓		Application/ Interview
Understanding of cognitive stimulation therapy and reminiscence therapy approaches and benefits	✓		Application/ Interview
Understanding of dementia, types of dementia and the impact that the condition has.		✓	Application/ Interview
Understanding of how to recruit volunteers, support and manage volunteers		✓	Application/ Interview
Understanding of how to develop and accredit training courses		✓	Application/ Interview
Competencies			
Role model behaviours of integrity and dignity to other team members	✓		Application/ Interview
Role model behaviours underpinned by respect of difference	✓		Application/ Interview
Adapt communication to the audience	✓		Application/ Interview
Identify the best outcomes, solve problems and overcome barriers	✓		Application/ Interview

Dementia friends Ambassador		✓	Application/ Interview
Identify new opportunities to seek and share experience with others	✓		Application/ Interview
Work well within a team and use own initiative	✓		Application/ Interview

For enquiries or further information, please contact Rob Mcmillan on 07887 945396.