**Senior Community Link Worker**

Job Description

**Location:** Inverness

**Salary:** £25,235 (pro-rata)

**Salary** **Band:** 1.3

**Hours:** 28 (Part-Time)

**Contract:** Permanent

**Reports To**: Project Manager

**Disclosure & Barring Check:** This post will be subject to a PVG check for working with vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974.

**About Us**

Change Mental Health is a leading national mental health charity providing unique support to people with severe and enduring mental ill health. With over 50 years’ experience across Scotland, we believe people affected by poor mental health and illness deserve the highest quality of support in the community and that every person has the right to be valued and to share in the opportunities, challenges, and joys of everyday life.

**About the Community Link Worker Service**

The Community Link Worker service collaborates with selected GP surgeries – supporting adults over the age of 18 through social prescribing. Referrals are received from the GP to our Community Link Workers when there might be a concern caused by social factors, rather than a medical problem. The service focuses on improving health outcomes for people experiencing stressors in their lives due to social problems, which could lead to poor mental health.

**About the Role**

As a Senior Community Link Worker, you will have a developmental role as well as providing on-going support. You will be responsible for developing positive, working relationships between the Community Link Worker team, Primary Care and local community resources. You will work to ensure that people referred from Primary Care to the Community Link Worker service benefit from community resources which can contribute to improvement of their mental and physical health outcomes. You will contribute to community development in your local area of work by working with community organisations

You will carry case loads for on-going work with specific individuals for developing and reviewing personal support plans, and provide oversight of personal support plans designed and implemented by Community Link Workers. Working closely with Community Link Workers in a guidance and/or support and supervision role, you will promote good working practice and staff development.

You will also ensure that the Community Link Worker service provides an environment where people can improve their health outcomes, establish improved connections in their communities and enhance their quality of life.

**Key Responsibilities:**

* Work autonomously being able to judge when I refer to your manager and take a lead role in developing the service.
* Working closely with the Project Manager and Locality Manager to achieve strategic outcomes
* Working closely with colleagues in Primary Care
* Working to develop improved, working links between Primary Care and local community resources
* Identify gaps in the service where they arise and implement solutions in partnership with your line manager
* Linking service users to appropriate resources in the local community
* Compiling and reviewing service user personal support plans ensuring outcomes are being achieved, including ensuring people are connected to their community
* Oversight of personal support plans developed and implemented by Community Link Workers
* Overseeing Community Link Worker workloads
* Ensuring continuity of service within the context of change MH values and strategic outcomes
* Ensuring that careful and ongoing review systems are in place and maintained
* Building positive working relationships with Primary Care and other local partners to better support our service users and to promote the work of the Community Link Worker service
* Collating information and prepare agency reports for line management as required
* Contributing to Research and Development at a local level in support of National objectives to promote service improvements
* Travelling throughout the geographic region covered by the service as required

**Essential Criteria:**

* Educated to SVQ 3 level or have experience working in the social care sector.
* Work well in a team setting but can also work autonomously
* Have a sound theory base of social care interventions including risk assessment
* Have a value base consistent with the aims and objectives of Change Mental Health
* Able to apply an analytical approach to problems in order to find solutions
* Competent in planning and reviewing development plans and taking appropriate action if needed
* Good Standard of I.T skills
* An understanding of the importance of providing professional support and supervision to practitioners
* Sound knowledge of Health and Social care policy in Scotland and can apply this to my role
* Desire to develop my knowledge and skills and attend training as required
* Ability to travel throughout the geographic region covered by the service as required

**Desirable Criteria**

* Experience of working with people affected by mental or physical health issues
* Experience of community-development work
* Experience of working in a SSSC Registered Service
* A learning and development portfolio which evidences your skills and knowledge

**General Duties:**

* Act in accordance with Data Protection legislation. Ensure all records, personal, staff and client data are managed in line with Data Management and Information Governance policies
* Comply with legal and regulatory requirements such as provisions set out in the Health and Safety at Work Act 1974
* As with all employees, workers and volunteers; to encourage people to join Support in Mind Scotland as a member, donor or activist
* To act in accordance with the charity’s Health & Safety and Safeguarding policies and to notify your line manager promptly if there are any concerns
* To participate in regular supervision and appraisal and undertake any relevant training as appropriate to the role
* To work in accordance with the charity’s national policies and local operating procedures and those of external regulators or professional bodies.

This job profile and list of duties is not exhaustive and serves only to highlight the main requirements. The line manager may stipulate other reasonable requirements and projects commensurate with the general profile and grade of the post.

Please be aware that it is classed as an offence if you apply for this role and are barred from engaging in regulated activity relevant to vulnerable adults.

**Benefits:**

* 24/7 access to an award-winning Employee Assistance Programme providing free legal, financial, and medical advice as well as support with life’s challenges.
* A 35-hour working week
* Travel season ticket loan.
* A great work life balance with flexible and blended working environment.
* Access to purchase a Blue Light Discount Card
* Cycle to Work Scheme
* Enhanced sick pay and leave entitlements.
* Generous 37 days’ holiday.
* 2 paid Mental Wellbeing days.
* Professional development including funded opportunities.

**Application Notes:**

To apply please submit your CV and cover letter through our [online BreatheHR portal.](https://hr.breathehr.com/recruitment/vacancies/41258)

Applicants are advised to apply as soon as possible, and all applications must be received by **midday on Monday 15th September 2025.** Please don’t delay your application to avoid any disappointment, as we reserve the right to close this advert earlier or later than stated.

We welcome and encourage job applications from people of all backgrounds. If you consider yourself to have a disability, please inform us of any arrangements that we may make to the interview process.

If you have any questions or would like an informal chat, please reach out to Sharyn Morgan on [sharyn.morgan@changemh.org](mailto:sharyn.morgan@changemh.org).