

# Dementia Trainer

## Job description

Together we are help and hope for everyone living with dementia



# Who we are

## Dementia is the biggest health and social challenge of our time.

There are currently estimated to be 900,000 people in the UK with dementia. Many are undiagnosed and facing the realities of their condition alone.

At Alzheimer's Society we're working towards a world where dementia no longer devastates lives. We do this by giving help to those living with dementia today and providing hope for the future.

We're here for everyone living with dementia.

As a Society, we are made up of people with dementia, carers, trusted experts, campaigners, researchers and clinicians. We are the UK's largest collective force of people with unparalleled knowledge and over 40 years of experience addressing the biggest challenges facing people living with dementia.

## Together we are help and hope for everyone living with dementia.

# Our values

Our values tell everyone who we are as an organisation. Our values make sure that our focus is clear for the challenges and opportunities ahead and remind us what we all stand for. Our values are evident in everything we do, how we do it and how we work together.

These are not just words on a wall, we live these every day in all our work. We are Determined to make a difference when and where it matters most, by being passionate, focussed and making a lasting impact for people affected by dementia.



### Determined to make a difference

We're passionate, we're focused and we make a lasting impact for everyone living with dementia.



### Trusted expert

We're listening, we're learning and we use experience and evidence.



### Better together

We're open, we combine our strengths and we achieve more together.



### Compassionate

We're kind, we're honest and we don't shy away from challenges.

Through our values we will make the greatest difference for people affected by dementia. Whether you are someone living with dementia, a family member or carer, a supporter, a donor, a colleague from another organisation, an employee or a volunteer, these four values will shape your experience with Alzheimer's Society.

# Dementia Trainer

## Position in the Organisation

Reports to Senior Training and Partnerships Officer.

Member of our specialist Training and Partnerships team within the Commercial and Partnerships section.

Part of our Dementia Support and Partnerships Directorate.

## Purpose of this Role

We are here for anyone affected by dementia to help them navigate some of the hardest and most frightening times of their lives.

We are advisors, supporters, fundraisers, researchers, influencers, communicators, technical specialist and so much more. We are volunteers, we are employees, and together we are here to make a difference to the lives of people living with dementia and their carers.

The role of the Dementia Trainer will deliver high-quality, evidence based training interventions with a range of stakeholders, including health and social care professionals, both in-person and virtually. Upskilling them about what great dementia care and support looks like.

As a Dementia Trainer, you will frequently be facilitating discussions and moving learners through the learning cycle to ensure that each training session meets the outcomes specified. You will need to show empathy and understanding of both learners and people affected by dementia, but should also be able to respectfully challenge misconceptions about dementia and promote best practice.

The training courses that will be delivered cover a range of topics, including:

- Dementia awareness
- Responding to distressed behaviours
- Meaningful engagement with people with dementia

In order to deliver these training sessions, the Dementia Trainer needs to demonstrate their understanding of a wide range of topics related to dementia, such as person-centred care, communication and meaningful activities. Although this role does not develop the training materials, they will be expected to use sector specific examples to make the session relevant to learners.

We are looking for someone who exemplifies our values, someone who is: Determined to make a difference when and where it matters most. A Trusted Expert who believes in working Better Together and demonstrates true Compassion.

## Key Accountabilities and Responsibilities

### Facilitating training sessions

- Deliver and facilitate high quality dementia specific training courses for a range of abilities (beginner, intermediate, advanced)
- Deliver training in both face-to-face and virtual methods, ensuring both are engaging and meet the needs of learners
- Use examples from different sectors to suit the needs of the audience, making the training relevant to them and how they engage with people living with and affected by

dementia

- Assess whether learners have engaged and participated within the training to the desired standard
- Manage differing opinions and difficult conversations in a tactful and inclusive way, creating a safe space for learners to speak without fear of judgement

### Reporting

- Provide regular reports and figures of training attendance as required
- Analyse learner feedback aligned to Alzheimer's Society impact framework to demonstrate the benefits of the training to people affected by dementia
- Share common themes or learning needs from professionals with the Training and Partnerships team in order to develop new training materials

### Other

- Any associated administration relating to training delivery and/or preparation
- Engaging with a range of audiences to promote person-centred care and support for people living with and affected by dementia
- Undertake additional learning to develop knowledge of topics relating to dementia

## We are looking for someone who can...

- Adhere to all the Society's service standards, policies and procedures.
- Comply with the data protection regulations, ensuring that information on clients remains confidential.
- Promote Alzheimer's Society behaviours and ethos through training programmes and combat negative stereotypes about dementia, promoting best practice and championing the needs of people living with and affected by dementia
- Engage with a variety of audiences to confidently deliver a range of training opportunities
- Use technology (usually Zoom/Teams) to deliver engaging training sessions.
- Attend external meetings as required to promote training opportunities
- Use Alzheimer's Society impact framework to demonstrate how the training has an impact on professionals and those affected by dementia

- Manage their own time to maximise the amount of training delivered
- Understand how this role contributes to the wider Society
- Work with clients to identify their learning needs and recommend suitable courses from Alzheimer's Society suite of training materials
- Willing to travel as required to attend face-to-face training and/or team events

## Person Specification and Selection Criteria

Skills & Knowledge	Essential (E) or Desirable (D)	Application (A) or Interview (I)
Extensive experience in delivering training/learning interventions	E	A/I
Experience in leading and facilitating group discussions	E	A/I
Excellent verbal and written communication skills to engage with a range of audiences	E	A/I
Excellent knowledge of dementia and impact on those with the condition and that of their families/supporters	E	A/I
Experience of working with people living with dementia	E	A/I
Able to collate feedback and translate information to meet key performance indicators	E	A/I
Familiar with delivering training/learning virtually	E	A/I
Excellent presentation skills	E	A/I
Able to respectfully challenge stereotypes around dementia	E	A/I
Able to manage conflict that may arise in a group setting	E	A/I

Competencies & Personal Attributes	Essential (E) or Desirable (D)	Application (A) or Interview (I)
Work collaboratively and be able to prioritise your workload effectively and remain solution focussed throughout your areas of work.	E	A/I
Strong interpersonal and interpretation skills will allow you to have open jargon-free conversations with the business.	E	A/I

Excellent organisational and timekeeping skills.	E	A/I
Excellent attention to detail.	E	A/I
Be a team player, supporting colleagues when there are deadlines, and who knows when to ask for help themselves.	E	A/I
Be a self-starter and incredibly motivated.	E	A/I

Essential requirements are those, without which, the post holder would not be able to fulfil the responsibilities of the role. Desirable requirements are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

This post will be subject to a satisfactory Criminal Records Check, from either the Disclosure and Barring Service (England & Wales), Disclosure Scotland Check (Scotland) or AccessNI (Northern Ireland). If you require further information regarding Criminal Records Check, then please contact: [careers@alzheimers.org.uk](mailto:careers@alzheimers.org.uk)

# Our benefits



## Financial Security

- Group Personal Pension Plan with Scottish Widows – with up to 8% employer contribution rate
- Life Assurance Scheme – two times your annual salary
- Society Plus and Smart Spending App – giving you unbeatable savings at hundreds of retailers



## Health & Wellbeing

- Health Cash Plan
- 24/7 Employee Assistance Programme including online and face to face counselling
- Discounted gym membership with Society Plus
- Lived Experience Networks
- Mental health app and unlimited therapy



## Personal Development

- Apprenticeships
- Women in Leadership development programme
- Leadership development programme
- Financial support towards relevant professional qualifications



## Family & Dependants

- Enhanced family leave – 16 weeks paid for all parents
- Paid time off work for fertility treatments for both partners
- Paid carers leave
- Paid dependants leave
- Paid compassionate and bereavement leave
- Paid time off work to support those transitioning



## Recognition

- Annual people awards
- Long service awards
- Thank you eCards
- Values Hero and Society Legend Awards



## Work Life Balance

- Annual leave of 27 days increasing to 30, plus bank holidays
- Career breaks of up to 3 months
- Flexible working
- Wellbeing leave