

Specialist Carer Navigator (Palliative Care & Discharge Planning) Job Description & Person Specification



Specialist Carer Navigator (Palliative Care & Discharge Planning)

Hours	30 hours per week
Salary	£21,891 (actual)
Location	Bradford Royal Infirmary (and Shipley office)
Probationary Period	6 months
Reporting to	Service Manager
DBS Check Level	Enhanced

About Carers' Resource

Carers' Resource is a Yorkshire charity established in 1995 to support unpaid carers of all ages across Bradford, Harrogate, Selby and Craven. Our carer support promotes independence, choice, and wellbeing taking a holistic approach shaped by the Care Act 2014 and Children and Families Act 2014. Through both our Carer teams and Hospital teams our quality services are now delivered to carers and vulnerable people, to ensure they are well supported through the provision of tailored information, practical advice and emotional support. We are proud to be an inclusive employer and are committed to building a diverse workforce that reflects the communities we serve. We welcome applications from all backgrounds and particularly encourage applications from individuals who can bring different perspectives, experiences, and ideas to our organisation.

Role overview:

As a **Specialist Carer Navigator (Palliative Care & Discharge Planning)** you will identify and address the needs of unpaid carers supporting people with life-limiting illnesses, complex health conditions, and those approaching end of life. Working closely with hospital-based teams, palliative care services, discharge coordinators, social care professionals, and community providers, you will support carers to understand available options, navigate health and social care systems, and make informed decisions about discharge planning.⁴

You will play a pivotal role in ensuring carers' views and needs are recognised throughout the discharge process, helping to identify safe, appropriate, and sustainable discharge destinations that meet the needs and wishes of both the patient and carer. You will provide emotional support, practical advice, advocacy, and signposting while promoting carer wellbeing and resilience during what can be a challenging period. Your application must clearly evidence how you meet the Person Specification.



Key responsibilities:

- Provide specialist support to carers of people receiving palliative or end-of-life care within the hospital setting.
- Provide information and guidance to support the carer in decision making around discharge from hospital, whether that is to a care placement or home with support.
- Support carers to understand palliative care services, advance care planning, hospice provision, community nursing support, and available health and social care resources.
- Offer emotional support to carers facing complex decisions relating to deterioration, end-of-life care, and changing care needs.
- Ensure carers are aware of their rights, available support networks, and bereavement services where appropriate.
- Work proactively with hospital wards, discharge teams, palliative care teams, social workers, therapists, and community services to support safe and timely discharge planning.
- Support carers to identify, consider and action suitable discharge options, including returning home with support, care homes, nursing homes, hospice care, rehabilitation settings, and community-based services.
- Facilitate discussions between carers and professionals to support discharge planning.
- Identify barriers to discharge and work collaboratively with relevant agencies to find practical solutions.

Person Specification:

Experience	
Experience of working within hospital discharge pathways or care coordination settings.	Essential
Ability to confidently support carers through complex decision-making regarding care and discharge arrangements.	Essential
Experience of supporting individuals through difficult conversations and significant life transitions.	Essential
Understanding of the Continuing Health Care assessment and process.	Desirable



Skills & Abilities	
Strong partnership-working skills with health, social care, hospice, and voluntary sector professionals.	Essential
Ability to balance advocacy, emotional support, and practical problem-solving in sensitive situations.	Desirable
Ability to use databases to record work, outlook and word .	Essential
Knowledge	
Knowledge of palliative and end-of-life care services and pathways.	Essential
Knowledge of Continuing Healthcare, care assessments, and social care funding arrangements.	Essential
Knowledge of Continuing Healthcare, care assessments, and social care funding arrangements.	Essential
Understanding of the challenges faced by carers supporting someone with complex health needs or at end of life.	Essential
Other Requirements	
Car user, with daily use of a vehicle.	Desirable
Occasional early evening and weekend working – a flexible approach.	Essential

Equality, Diversity & Inclusion

Carers' Resource is committed to equality, diversity and inclusion and welcomes applications from all sections of the community. We are committed to creating a workplace where everyone feels valued, respected and supported.

