

Specialist Locality Worker – Financial Resilience and Crisis Prevention

Job Description & Person Specification



Specialist Locality Worker – Financial Resilience and Crisis Prevention

Hours	37 hours per week
Contract	Permanent
Salary	£27,000 - £28,250 (Full time equivalent)
Location	Shipley, Bradford
Probationary Period	6 months
Reporting to	Team Leader/Service Manager
DBS Check Level	Enhanced

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 guide:

We are seeking a compassionate, proactive and highly organised Specialist Locality Worker to lead on financial resilience and financial crisis prevention support for unpaid carers and families experiencing ongoing financial hardship.



This new post has been created alongside our existing wellbeing grants and hardship fund provision and has been funded to strengthen our preventative approach. While emergency financial support remains essential, this role will focus on reducing repeat financial crises by working intensively with carers and families who return year after year due to persistent hardship.

The postholder will provide in-depth, person-centred support to identify the root causes of financial crisis and coordinate multi-agency responses that create sustainable, long-term solutions. This includes working closely with housing, welfare, poverty and community support services to develop joined-up action plans with clear outcomes and expedited support pathways.

The role will also ensure that robust case management and database recording is undertaken where unpaid carers access our wellbeing and hardship grants and accurate monthly reporting aligned to funding requirements and organisational outcomes.

Key Responsibilities

Financial Crisis Prevention and Intensive Support:

- Identify carers and families experiencing recurring financial crisis and provide targeted early intervention support.
- Build trusted relationships with unpaid carers through strengths-based, trauma-informed and person-centred practice.
- Undertake holistic assessments to identify underlying issues contributing to financial hardship, including poverty, housing instability, debt, welfare issues, health inequalities and caring responsibilities.
- Develop coordinated multi-agency action plans that address both immediate need and longer-term financial resilience.
- Convene and coordinate professionals from relevant agencies to ensure timely and joined-up support around the individual or family.
- Support carers to access welfare benefits, grants, housing support, debt advice and wider community resources.
- Work alongside existing hardship and wellbeing grant provision to ensure emergency support is linked to longer-term prevention planning.
- Oversee the coordination of the grant giving function within the organisation, working with staff and finance to ensure carers receive these in a timely way and reporting is completed monthly.



Partnership and Locality Working:

- Develop strong working relationships with statutory, third sector and community partners including housing providers, welfare rights teams, health services, schools and anti-poverty organisations.
- Promote collaborative approaches to reducing financial hardship for unpaid carers.
- Advocate on behalf of carers and families to improve access to services and reduce barriers to support.
- Contribute to locality-based initiatives focused on poverty reduction, wellbeing and community resilience.

Case Management, Monitoring and Reporting:

- Maintain accurate, timely and high-quality case management records in line with organisational procedures and funder requirements.
- Ensure monthly case records, outcomes and monitoring data align with reporting expectations.
- Track outcomes and evidence the impact of preventative interventions and coordinated support planning.
- Contribute to service evaluation, impact reporting and continuous improvement processes.
- Identify themes, trends and emerging needs affecting carers experiencing financial crisis.

Safeguarding and Professional Practice:

- Work within safeguarding policies and procedures to ensure the safety and wellbeing of vulnerable adults and children.
- Maintain confidentiality and manage sensitive information appropriately.
- Participate in supervision, training and reflective practice.
- Uphold organisational values and commitment to equality, dignity and inclusion.

Why This Role Matters

This role is an opportunity to move beyond crisis response and help create lasting change for unpaid carers and families facing repeated financial hardship. By developing coordinated, multi-agency solutions and addressing the underlying causes of poverty and instability, the Specialist Locality Worker will play a key role in building financial resilience, improving wellbeing and reducing long-term crisis dependency.



Person Specification:

Experience of supporting vulnerable individuals or families experiencing poverty, financial hardship or complex needs.	Essential
Knowledge of welfare benefits, financial inclusion, housing issues and poverty prevention approaches.	Essential
Experience of multi-agency working and coordinating support across services.	Essential
Strong case management, recording and reporting skills.	Essential
Ability to build positive and trusting relationships with carers and families.	Essential
Excellent communication, advocacy and organisational skills.	Essential
Ability to manage a varied caseload and prioritise effectively.	Essential
Understanding of the challenges faced by unpaid carers.	Essential
Commitment to person-centred, strengths-based and trauma-informed practice.	Essential
Experience working with unpaid carers or within carers services.	Desirable
Knowledge of local community resources and support pathways.	Desirable
Experience supporting families affected by housing insecurity or recurring crisis.	Desirable
Relevant qualification in social care, community development, health, welfare rights or related field.	Desirable

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.

