



Job Description:

Job Title: Primary Care Link Worker

Salary: £25,993 per annum (pro rata)

Hours: 37 hours

Duration: December 2025

Location: Within General Practice at York Central, Community and York Centre for Voluntary Services (CVS).

Reporting to: The Project Manager /Clinical Lead Overview of the Posts:

We are looking to recruit a primary care link worker to be responsible for delivery of social prescribing across Priory Medical Group Primary Care Network (PCN). The successful candidates will be part of a city-wide initiative across York and will work within a General Practice setting managed by York CVS.

Roles and responsibilities

- To implement patient referrals from within the PCN and provide a personalised package of support to individuals as appropriate.
- To develop good working relationships with primary care colleagues within the PCN. To promote social prescribing, build relationships and work with GP and practice staff to develop their awareness on how to identify people who would benefit from the service.
- To build and maintain effective place-based partnerships with voluntary sector providers and statutory services to support social prescribing options for vulnerable people. This role will require a significant level of multi-agency working.
- To provide empowering support to individuals in a planned and structured way by co-producing personalised care plans to improve health and well-being outcomes. With the ability to engage with patients in one-to-one appointments and to facilitate group work.

- To keep accurate client records and collate ‘outcomes and outputs data’ as required. Across the city there will be a unified approach for all data collection and reporting.
- To forge strong links within the community and voluntary sector and identify gaps in need. To draw on the strengths of the local community and voluntary sector by connecting and re-connecting individuals to community assets.
- To help to implement pro-active social prescribing across the practice population to help reduce health and social inequalities.
- To provide evening and weekend clinics as part as of a planned timetable of work.

Person Specification: Primary Care Link Worker

	Essential	Desirable	How assessed*
Values and Personal Attributes			
1.1 Empathetic approach, ability to develop trusting relationships. To be committed to enhancing the lives of all people, and to support individual’s health and wellbeing through a person-centred, holistic approach.	x		AF/INT
1.2 An understanding of the principles of social prescribing and its place within general practice and primary care.		x	A/INT/PR
	x		AF/INT/R

1.3 Positive work ethic: professional, enthusiastic, dependable, conscientious			
1.4 Ability to work flexibly and effectively as part of a team. To include the peer support and mentoring of new colleagues.	x		AF/INT/R
1.5 Proactive approach to personal development and the updating of skills and knowledge	x		AF/INT
Experience			

2.1 Significant experience of delivering services to vulnerable individuals who may have multiple needs	x		AF/INT/R
2.2 Significant experience of working in partnership and collaboratively with agencies across the public and voluntary sector		x	AF/INT/R
2.3 Effectively time management of a caseload of clients with the ability to work autonomously and plan/prioritise work under pressure	x		AF/INT/R
2.4 Experience of facilitating Group work with a specific focus on peer support.		x	AF/INT

2.5 Experience of empowering individuals to take make informed choices regarding their physical and emotional wellbeing and promoting health responsibility.	x		AF/INT
2.6 Experience of co-ordinating services across localities with experience of project delivery and development.		x	AF/INT/R
2.7 Ability to record referrals and keep accurate up to date records using the GP clinical systems such as System One and Emis.	x		AF/INT/R
2.8 Experience of using a unified approach to data capture; ensuring the quality and integrity of all data.		x	AF/INT/R

Qualifications			
3.1 Relevant health and/or social care qualification or equivalent experience.		x	AF/Cert

Skills & Knowledge			
4.1 Excellent holistic assessment skills, experience of providing empowering support to adults in a planned and structured way to improve health and well-being outcomes.	x		AF/INT/R
4.2 Ability to analyse issues and reach creative solutions with people. Experience of co- producing personalised care plans.	X		AF/INT/
4.3 The ability to use clinical supervision to identify High Intensity Users of Practice resources and work to reduce these levels through an understanding of motivation and behavioural change.		x	AF/INT/CE RT
4.4 Ability to work collaboratively and in partnership with individuals, referrers, providers and commissioners – to include GP's, voluntary sector and the local authority.	X		AF/INT/R
4.5 Able to act with confidentiality, discretion and regard to sensitivity of information.	X		AF/INT/R

4.6 Excellent communication and negotiation skills to build and nurture relationships at a personal and community level. The ability to relate well to individuals of all ages, of all backgrounds.	X		AF/INT
4.7 An understanding of safeguarding for vulnerable adults and ability to implement relevant policies and procedures.	x		AF/INT
4.8 Applied knowledge of risk assessment and management.		x	AF/INT
4.9 Experience of using MS Outlook and other MS Office software and a good knowledge of other IT systems.	x		AF/INT/R
Other Requirements			
5.1 Knowledge of the local area and of existing voluntary and community services		X	AF/INT
	x		

5.2 Flexible approach to working hours; able and willing to work outside of normal office hours, with appropriate notice. To include working scheduled evening and weekend clinics.			AF/INT
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5.2 Positive approach with ability to work on own initiative and make a proactive contribution to the development of the role.	x		AF/INT
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Key to how skills are assessed AF = Application Form

INT = Interview

R = Reference

PR = Presentation

CERT = Certificate of qualification to be checked