

Société Alzheimer Society

S A R N I A - L A M B T O N

Job Posting:

First Link Care Navigator

The Alzheimer Society of Sarnia-Lambton (ASSL) is a community support service organization that provides programs and services to people living with dementia and their care partners in Sarnia-Lambton. We work closely with other service providers to ensure quality care and support for our clients.

We employ administrative and fund development staff, educators, social workers, nurses, therapeutic recreation staff, personal support workers and volunteers who work together as a team to meet the needs of people living with dementia and their care partners.

We recognize the value and dignity of each individual and ensure everyone has genuine, open, and unhindered access to employment opportunities, free from any barriers, systemic or otherwise. We are dedicated to building a diverse and inclusive work environment, where the rights of all individuals and groups are protected and all members feel safe, respected, empowered, and valued for their contributions.

Our values include collaboration, accountability, respect, empowerment, and excellence and are the guideposts we use for decision-making of all kinds. We believe that this will guide the organization toward a place of inclusion for all - where equity and access to essential supports and services becomes the reality.

We are currently seeking a qualified candidate to fill the vacant position of **First Link Care Navigator**. The First Link Care Navigator is responsible for coordinating and integrating support and services around the person living with dementia and their care partner. In this direct client service role, they will be the key “go-to” person for families after a dementia diagnosis, with responsibility for identifying needs, supporting self-management goals, and strengthening the communication and care planning linkages between providers and across sectors along the continuum of care. The First Link Care Navigator will strive to ensure that every person diagnosed with dementia and their care partners have timely access to information, learning opportunities and support when and where they need it to achieve the following outcomes:

- Timely access to healthcare supports for families facing a dementia diagnosis through system navigation
- Improved client experience and health for the person living with dementia and their care partner(s)
- Greater care partner capacity and competency to effectively manage their role and reduce incidence of crisis situations
- Enhanced capacity for the person living with dementia to remain in their own home and community for as long as possible

What you will be doing

Initial Contact, Assessment and Care Planning:

- Gather information and meet with clients (people living with dementia and care partners) to identify goals and level of risk and establish appropriate interventions with internal and external resources
- Pro-actively manage incoming First Link referrals and ensure that clients (people living with dementia and their care partners) have a named point of contact for care navigation support

Navigation and Care Coordination:

- Support clients in navigating the system to access identified resources
- Facilitate care conferences between clients/care partners and all members of their team
- In collaboration with internal and external parties, engage in problem solving to address/overcome barriers in effective coordination of supports and services
- Leverage and maintain positive working relationships with physicians, health care professionals, health and community support service providers and other relevant partners through proactive outreach
- Support awareness of First Link to health professionals, service providers and community stakeholders
- Participate in internal/external committees on an ad hoc basis

Pro-active Follow-Up:

- Provide regular proactive follow-up for clients and care partners
- Ongoing collaboration across services/providers
- Provide support to clients and care partners as they transition through use of different parts of the health, social and residential care systems

Monitoring/Evaluation:

- Collect, maintain and report required quantitative and qualitative data to support province-wide monitoring, evaluation and reporting
- In collaboration with the Alzheimer Society of Ontario and OHAH, participate in planning and implementation of evaluation to examine the overall effectiveness of the First Link referral Program

Service Delivery Standards and Quality Improvement:

- Maintain confidential and accurate client records, including complete documentation for each client contact, in compliance with relevant privacy legislation and in accordance with professional standards and internal policies while ensuring that client consent and privacy is upheld
- Maintain an advanced level of knowledge of Alzheimer's disease and other dementias, including clinical manifestations, behaviors, current care practices, treatment options, placement options, available community resources, and all relevant legislation
- Assist with the development and maintenance of policies, procedures and resources to support the First Link Program
- Participate in knowledge sharing with Alzheimer Societies across Ontario

Other:

- Participation in the ASSL on-call service for respite program
- Perform other duties consistent with the job classification, as required

What you will bring along

- Post-secondary diploma or degree in Nursing or Social Work with current registration with either the Ontario College of Nurses or Ontario College of Social Workers and Social Service Workers.
- Further study in the field of gerontology, dementia is an asset.
- 1 to 3 years client service experience in the health and/or social service sectors

What we offer

Salary Range: \$46,708 to \$70,062

The posted salary range reflects the full compensation band for this position. Most candidates who meet all qualifications and are fully prepared to perform the role independently can expect an offer near the midpoint of the range.

Benefits: Comprehensive benefits including life insurance, long-term disability, AD&D, extended health and dental coverage, a Defined Contribution Pension Plan, and paid time off (vacation, personal, and sick days).

Flexibility: We have a flexible work arrangement policy that allows employees to work from home or telecommute based on their job role and job tasks

To Apply

Please submit your resume with cover letter by March 10, 2026 to:

Human Resources Manager

hr@alzheimersarnia.ca

Please include the job title in the subject line.

Applications will be accepted by email only. We thank all those that apply, but only those selected for an interview will be contacted.

We are committed to inclusive, barrier-free recruitment and selection processes in accordance with the Human Rights Code and AODA. The Alzheimer Society of Sarnia-Lambton welcomes those who have demonstrated a commitment to upholding the values of equity and social justice and we encourage applications from First Nations, Inuit and Métis, Indigenous Peoples of North America, Black and persons of colour, persons with disabilities, people living with dementia, care partners and those who identify as LGBTQ2S+.