

JOB DESCRIPTION

Title	Nursing Director
Band	8a equivalent
Reports to	TBD
Hours	35 hours per week
Pay Scale	£48,000 based at Havant, Hants £45,000 working from home

Job Purpose

Responsible for the professional and operational delivery of high-quality evidence based holistic care across residential camp programmes for children with serious illnesses and their families. Provides expert clinical knowledge and leadership to ensure safe and effective service delivery. Manages the Nursing and Camper Experience team, and clinical volunteer teams.

Knowledge and expertise

- Utilises advanced specialist knowledge underpinned by relevant broad-based knowledge, experience, clinical skills and competence
- Coordinates the clinical and psychosocial assessment of camper applications
- Maintains and updates own clinical expertise and contribute as role model to ensure the delivery of care is at highest possible level to meet campers needs
- Maintains an awareness of current and emerging national guidance in order to plan and deliver a quality service
- Provides a clinical perspective on service development issues
- Takes every reasonable opportunity for maintaining, developing and acquiring competencies and skills for self-development

Communication skills

- Provides and receives highly complex, highly sensitive or highly contentious information where motivational, empathetic, negotiating and reassurance skills are required
- Demonstrates resilience when responding to challenge, change and complex or difficult situations
- Ensures robust communication channels within the clinical and wider teams

Policy & service improvement

- Ensures systems are in place to capture feedback and monitor performance
- Ensures systems are in place to identify, report and manage risk
- Maintains awareness of, and ensures compliance with relevant legislation, policy and regulatory standards
- Undertakes the root cause analysis of any clinical incidents
- Develops tools to implement, monitor and evaluate evidence-based care and robust decision making

- Leads the development, implementation and review of clinical policies and guidelines to support practice
- Establishes and develops governance processes that support safe and quality service provision
- Develops a resilient clinical staffing model to support safe care

Leadership

- Acts at all times within the sphere of the Nursing and Midwifery Council Code of Professional Conduct
- Acts as an expert resource to team, other staff and clinical volunteers
- Acts as an advocate to ensure safe and high-quality care, and camper experience, are fundamental considerations of strategic planning and service delivery
- Provides effective leadership to all staff for whom they are accountable including motivation, support and development, and holding to account
- Provides leadership at camp, ensuring that safety is a primary consideration at all times
- Works independently with high level of responsibility and autonomy with responsibility for management of own time and workload
- Represents the organisation within internal and external networks

Analytical & judgement

- Makes complex judgements and decisions requiring analysis, interpretation and comparison of options, often in a pressurised environment
- Acts as clinical expert within the senior management team to inform judgements/decisions about service delivery

Planning & organisational

- Plans and manages team workload and clinical cover for all programmes
- Leads the nursing and camper experience teams; overseeing workload, identifying risks, spearheading best practice
- Develops recruitment, retention and engagement strategies for clinical volunteers and oversees the clinical volunteer workforce planning, taking into consideration skill mix and dependencies
- Oversees the assessment and allocation of campers, taking into consideration individual camper needs and dependencies

Research & audit

- Ensures effective data collection systems are in place
- Undertakes audits and evaluations and analyses results to inform service design and facilitate improvements
- Critically analyses, evaluates and implements evidence-based research and applies to practice

Freedom to act

- Autonomous decision maker
- Applies discretion and takes appropriate action to initiate changes in

service delivery

- Influences change through the development and empowerment of staff
- Demonstrates a creative and pro-active approach to problem solving
- Manages own workload and that of the team, working to tight and often changing timescales
- Makes informed decisions, often without precedent

Information management

- Collates as required quantitative and qualitative information and leads appropriate analysis
- Analyses, interprets and presents data to highlight issues and risks, and support decision making
- Maintains data quality standards when using IT systems

Resource management

- Monitors and manages a budget
- Identifies products, services and facilities needed for effective service delivery and is responsible for the procurement and management of clinical supplies and equipment
- Ensures cost effective use of equipment and consumables

Physical, mental & emotional effort

- Travels frequently within the UK, involving regular overnight stays and on occasion, travels internationally
- Manages unpredictable work pattern and load
- Demonstrates a flexible approach in working practices in order to meet the changes in service needs and emerging demands
- Competent in a wide range of clinical skills and procedures
- Frequent exposure to emotional situations involving highly sensitive, highly complex and contentious information

PERSON SPECIFICATION

Post: Nursing Director

Reports to: TBC

	<i>Essential</i>	<i>Desirable</i>
Qualifications	<p>Registered Children's Nurse</p> <p>Masters degree or working towards</p> <p>Recognised leadership/management qualification</p> <p>Evidence of recent CPD</p>	<p>Mentorship qualification</p>
Experience	<p>Extensive experience of children's nursing</p> <p>Significant experience at a senior level (band 7 or above)</p> <p>Experience of managing staff and resources</p> <p>Proven experience in leading and managing change</p>	<p>Experience of residential camps</p> <p>Experience in a range of clinical specialities</p> <p>Experience of out of hospital care</p> <p>Experience of practicing in an autonomous role</p>
Skills/Abilities	<p>Excellent verbal and written communication skills</p> <p>Able to interpret and analyse complex information to make robust decisions</p> <p>Excellent communication and presentation skills</p> <p>Ability to work autonomously and as part of a team</p> <p>Demonstrates the application of evidence-based practice</p> <p>Strategic thinking – ability to anticipate and resolve problems before they arise</p> <p>Problem solving skills and ability to respond to sudden unexpected demands</p> <p>Ability to develop and implement policy</p> <p>Knowledge and experience of safeguarding</p> <p>Good IT skills</p> <p>Ability to work flexible working patterns</p> <p>Ability to travel frequently, including overnight stays, and attend residential camps lasting 4-11 days.</p>	<p>Full driving licence</p>