

# JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Advanced Clinical Practitioner

## GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

# Great Ormond Street Hospital at a glance



## Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



## Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work, and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Advanced Clinical Practitioner – Cardiac Intensive Care Unit (CICU)
Directorate	Heart & Lung
Band	8a
Supervised by	Lead Advanced Nurse Practitioner, Consultant & ACP Supervisor
Type of contract	12 Month Fixed Term Contract
Hours per week	37.5
Location	Great Ormond Street Hospital
Budgetary responsibility	Yes
Manages	Student nurses, nurses, Trainee ACPs, Allied Health Professionals, families and relatives, visitors, specialist clinical teams, sustainable change projects, charities & support services, supports quality sustained improvement & change within the clinical area, new models of care, new ways of working

## Directorate Information

CICU offers a wide range of experiences and learning opportunities; pre and post operative congenital and acquired heart surgery, including heart and lung transplantation, tracheal reconstruction, thoracic surgery, pulmonary hypertension and mechanical heart, lung, & renal assist.

As a tertiary/quaternary referral hospital many of the patients seen here are extremely complex and encompass all specialities. The consultant intensivists are fully committed to intensive care with no other clinical responsibilities, so all care is consultant led.

The department provides facilities for complex monitoring and treatment procedures, including different techniques for mechanical ventilatory support, intracranial pressure monitoring and continuous veno-venous haemofiltration. Advanced support includes Extracorporeal life support (ECLS) and Ventricular Assist Devices (VAD). There are two consultant led ward rounds every day. Formalised unit teaching activities are arranged around weekly teaching days and one monthly teaching day involving ACPs/fellows from other Central North London PICUs. Bedside and ward-based teaching is provided daily. There is a hospital Grand Round at lunchtime on Wednesday.

You will be required to take a share in all activities of the unit. This will include morning and afternoon handover/ward rounds. Complex patient care planning and decision making, liaising with specialist patient needs with referrals/consultations with the wider multi professional teams across the trust.

## Main purpose of the job

We look forward to you joining our Advanced Clinical Practitioner team, you will work within the multi-professional team managing the medical care using decision making and interventions for our patients with responsibility for a dedicated case load. The team is highly motivated to work at the cutting edge of clinical care, continue to develop advanced skills and experience, to improve the outcomes of children and young people with acquired or congenital heart disease.

The role will allow you to integrate into our established ACP team. We look forward to what you can bring to the team, and your ACP knowledge and experience from a different clinical background will enhance our team dynamic and provide a robust framework for you to build a significant depth of learning within the paediatric cardiac intensive care setting.

The successful candidate will be able to use their clearly developed expert intensive care skills, knowledge, and experience, in ACP while developing a skill set for the paediatric cardiac intensive care environment. Development will be firmly based within the four pillars of ACP and fully supported with clinical supervision from a named consultant & ACP.

- **Advanced Clinical Practitioner (ACP)** – to work within national frameworks of Advanced Clinical Practice as well as local guidance and governance structures & standards of practice
  - **Clinical** - To provide direct clinical care to a case load of children & young people with Congenital & Acquired Heart Disease (CHD), in the Cardiac Intensive Care environment. This will include clinical prescribing & requesting, performing, interpreting & action of diagnostic tests & be grounded within achieved ICU
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knowledge and new skill development with supervision. To have knowledge and understanding of the clinical pathways beyond the CICU to ensure care that is consistent across service areas, consistent in family and young person information and uses the best evidence-based knowledge and practice.

- **Education & Training** - Play a key role in the education of the multidisciplinary team & other trainee ACPs, ACPs, medical staff, nursing and allied health professionals across the intensive care areas, high dependency, and the deteriorating child. Offered within the secondment is access to inhouse education & skill development through PGME, GOLD, DEN and CICU robust weekly training and simulation
- **Clinical Leader** - To be an autonomous proactive, dynamic clinical team leader across professional boundaries (NES 2010) working as part of a team within intensive care & cardiac services and lead high level care provision
- **Evidence based Practice/Research** - To continue to develop your academic and specialist knowledge in paediatric cardiac care to ensure practice is best evidence base
- **Advanced Communication** – promotes effective, sensitive, and professional communication both written & verbal, within the team, across multi professional teams, with children, young people & families, this includes strong listening skills

### Key working relationships

Internal:	Lead Advanced Nurse Practitioner, named consultant supervisor, medical teams, surgeons, anaesthetics, nursing teams, Matrons, Ward Sisters/Charge Nurses, families and patients, Trainee Advanced Clinical Practitioner (ACP), Clinical Nurse Specialists (CNS), Operational & Service Managers, Outpatients Department, Psychosocial team, other multi-disciplinary teams, diagnostic & laboratory staff, operating theatres & cardiac catheter laboratory, Allied Health Professionals, data and audit team, risk team, Pharmacy, Outcomes Research in Children's Health, Illness and Disability (ORCHID), Clinical Site Practitioners and Intensive Care Outreach Network (ICON)
External:	Families, children's community services, nursing, medical teams, , referring/ receiving hospitals, charities & support services, national professional groups, tertiary children's cardiac centres, local hospitals, Health Visitors, Children's Community Nursing Teams, Paediatricians with Cardiology Expertise (PEC), GPs, General & community Paediatricians, Children's Acute Transport Service (CATs)

### Main duties and responsibilities:

#### Clinical

- To be an expert autonomous ACP and role model in the field of intensive care, high dependency nursing & the deteriorating child and young person ensuring the delivery of safe, high quality and effective patient care



- To demonstrate and consistently provide high levels of advanced communication & decision making
  - To ensure a high level of clinical skills relevant to the clinical intensive care area, on a competence continuum, completing and keeping active a unit competency document and regular review with named consultant & Advanced Clinical Practitioner supervision e.g. intubation, central venous line access
  - To ensure advanced clinical practice reflects professional guidance and is delivered in line with Scope of Practice & Trust policies & guidelines
  - To provide direct clinical care to a patient case load, through health assessments & initiation of treatment for children attending for procedures/treatments within the ACPs authorised scope of practice
  - To be responsible for the clinical management of a case load of children & young people, utilising clinical knowledge & advanced skills to assess, diagnose, plan, implement and initiate changes where required. This will include monitoring & evaluating the response to treatment through analysis & interpretation of clinical tests/investigations
  - To respond to clinical emergencies and the deteriorating child utilising clinical judgement and decision making to initiate appropriate interventions and treatments
  - To counsel and support the child, young person, and family through the treatment process, utilise advanced decision-making skills and demonstrate understanding of when to refer on
  - To initiate and alter medications as appropriate, practicing as an independent prescriber for patients within area of competence. To be competent in the administration of medication, including non-medical prescribing as per Trust policies
  - To monitor and lead on the risks of medications within practice and develop practice and guidance to reduce medication risk and complications, using the Competency Framework for all Prescriber 2016 and working in collaboration with the area pharmacist
  - To promote and lead family centred care, maintaining a safe, friendly & welcoming ward or department environment for children, families, visitors & staff
  - Act as an advocate for the child/young person and family
  - Utilising excellent communication skills support effective communication between the multi professional team & the patient / family, to deliver a patient focused service & facilitate effective co-ordination of care within complex care packages
  - To actively lead the decision-making processes regarding care and treatment for the patient, with the senior registrar / consultant with overall responsibility for the patient
  - To make and receive referrals to & from the wider multi professional team
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- To lead the development of clinical protocols & care pathways enabling the ACP to assess & treat children within agreed protocols and pathways and ensure they are updated as per GOSH Trust Policy.
- To be responsible for reviewing and updating nursing practices & guidelines within the area of practice, ensuring these reflect current knowledge, using research and peer reviewed best evidenced based practice
- To provide up-to-date information & communication records for families, staff and shared care centres in conjunction with the multidisciplinary team
- To utilise the role of the ACP to improve and maintain continuity of care for patients and their families
- To monitor and evaluate clinical outcomes involving the patient and carers where possible
- To develop appropriate advanced clinical and technological skills in response to the changing needs of healthcare
- To develop and promote the use of ACP led performance indicators and outcome measures to improve the safety, quality of care and measure effectiveness of care & service delivery
- Use the ACP philosophy to develop critical thinking & self-reflection, develop high level decision making and problem-solving skills learning from experience as a team
- To work within the governance framework/structure both locally and nationally for ACPs
- To continually review practice for new ways of working, enhancing care provision and the use of new evidence-based practice

### **Leadership / Management**

- To be a proactive clinical leader, demonstrating effective excellent leadership skills
  - To continuously promote best practice, utilising local and regional benchmarking groups for the generation and promotion of standards & clinical guidelines
  - To lead and develop visionary and strategic developments in their specialist area of practice
  - To line manage a team of ACPs, trainees ACPS and those developing advanced skills on placements
  - To work with other ACPs across the directorate to develop innovations in the training and development of new practitioners, leading the national agenda on ACP
  - To lead transformation / quality improvement work streams
  - To act as a resource, providing clinical leadership and professional advice to the multidisciplinary team, internal & external to the organisation
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- To lead a team of ACPs and contribute to other multi professional training around advanced skill development both professionally, educationally and as a line manager
- To liaise effectively with other clinical staff to ensure the most efficient & effective use of resources
- To lead risk management, working closely with divisional team members & the risk management team
- To manage clinical incidents and complaints & support the implementation of subsequent learning
- To work with other ACPs and CNSs to build on expertise & further develop the services
- Work with other ACPs & trainee ACPs to cover & represent them as appropriate in their absence
- To organise and lead relevant professional and multi-disciplinary meetings, feeding back relevant information to the wider team
- Lead by role modelling sustainable change practices at an individual, team, organisational & national level
- Lead service evaluation & any learning change outcomes
- To deliver advanced communication skills in challenging circumstances such as clinical emergencies, presenting distressing information to families and working across professional boundaries
- To deliver and support others in accurate and timely briefings & debriefings

### **Education & Training**

- To foster enquiry from yourself and others, to contribute to new ideas & innovations & to develop enhanced roles, models of care, within the scope of professional practice
  - To ensure your own specialist area skills for Intensive Care are kept actively up to date and documented as per the standard and competency documents within an accurate and up to date e portfolio
  - To be confident in multi professional teaching both internal & external to the trust
  - To attend relevant multi professional teaching within the clinical area & as part of professional development
  - To be part of the CICU orientation and training for new staff regarding clinical skills & advanced practice
  - To develop new ways of working with the clinical workforce to ensure safe, high quality and effective care and that change is supported by robust education packages working with the practice educator team
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- Supervise & mentor those developing advanced skill within the intensive care / division / trust, to achieve the levels of competence required
- Act as a resource for other staff and learners, fostering an environment conducive to learning for all staff
- Support the delivery of educational programmes within the Directorate, Trust and in collaboration with the Higher Education Institution such as the Intensive Care Course, masters level education
- Assist in the creation of a clinical area which encourages practice development & show cases advanced practice
- To participate in and/or provide clinical supervision, mentorship, buddy system for self & others
- Deliver education at a formal level with presentations & participation at internal & external training initiatives
- To take every opportunity to promote the health of children & young people & initiate health education / promotion strategies
- To be an active member in national groups such as PICCs, APPE and HEE Advanced Clinical Practice agenda

### **Quality Improvement, Audit & Research**

- To lead the delivery of evidenced based / research-based practice, assisting in disseminating research findings locally, nationally, and internationally, and lead / support sustained changes in practice
  - To lead and support other staff undertaking research & audit, ensuring completion of work and dissemination of the findings
  - To lead and support the development, planning, implementation, and evaluation of practice developments & advancement initiatives
  - To continue to update and reassess policies, clinical guidelines, pathways & bundles of care in line with evidence-based practice
  - Use key performance indicators & outcome measures to provide robust service data & support service objectives with data
  - Use quality improvement techniques to continuously evaluate and improve services & care provision
  - Work actively with the trust audit team, Outcomes and Improvement Team, ORCHID, and the local intensive care research team
  - Actively work to publish and present dissertation, audit & research work using the trust support teams & expertise
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## Professional

- To be proactive in developing own professional practice, demonstrating evidence of autonomy, clinical judgment, critical thinking, high level decision making, problem solving, value-based care & improving practice (HEE 2017)
- To participate in annual appraisal, updating personal development plan and being proactive in ensuring own professional development / personal professional portfolio with consultant & lead ACP
- To act in accordance with the Code of Conduct Performance and Ethics, the GOSH values framework, GOSH policies & guidelines, governance, and standard of practice always
- To meet the requirements of professional revalidation & be responsible for maintaining your registered with the appropriate UK statutory regulatory body for your profession as per the HEE ACP framework (2017)
- To be able to promote Advanced Clinical Practice within the NHS as a clinical career and to enhance patient & public understanding of the role

*This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.*

## Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

## The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#)

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## PERSON SPECIFICATION

*This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.*

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> <li>Always welcoming</li> <li>Always helpful</li> <li>Always expert</li> <li>Always one team</li> </ul>	E		I/A
Knowledge and understanding of diverse backgrounds and perspectives.	E		I/A
Understanding of Diversity and Inclusion challenges in the workplace.	E		I/A
Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace	E		I/A
<b>Academic/Professional qualification/Training</b>			
Registered actively registered with the appropriate UK statutory regulatory body for your profession for example as a nurse	E		I/A
Minimum of master's in Advanced Clinical Practice with a recognised Higher Education Institution or evidence of demonstrable competence across all ACP domains (HEE 2017)	E		I/A
Demonstrable evidence in a portfolio of embedding ACP into clinical practice	E		I/A
Holds a current Children's Intensive Care Course qualification		D	I/A
Assessing & mentoring qualification		D	I/A
ITU clinical skills updated for the specialist area e.g. Advanced assessment module, ECMO, CVVH, Peritoneal Dialysis, balloon pump, ventricular assist, plasmapheresis, transfer, investigations and a willingness to learn and develop skills as required by the role.		D	I/A
Teaching qualification or equivalent		D	I/A
Skills training relevant to the role ability & to complete a competency & capability-based skill document for paediatric cardiac intensive care, RCPCH and FICM or demonstrate completion	E		I/A
Completed a clinical leadership programme		D	I/A



Evidence of previous IRMER training / radiology safety or willingness to update	<b>E</b>		<b>I/A</b>
Evidence of on-going, dynamic continuous professional development, with demonstrable clinical competencies, relevant to the area and role in Cardiac Intensive Care for Children, ACP Intensive Care & Cardiac Services		<b>D</b>	<b>I/A</b>
EPLS/ APLS training		<b>D</b>	<b>I/A</b>
Registered qualification as a non-medical prescriber (independent prescriber) & actively practicing	<b>E</b>		<b>I/A</b>
Advanced communication training		<b>D</b>	<b>I/A</b>
<b>Experience/Knowledge</b>			
Thorough knowledge relevant to the specialty/ department / field of practice- Cardiac Intensive Care & congenital & acquired heart disease		<b>D</b>	<b>I/A</b>
Thorough knowledge of professional & current issues in healthcare, ACP national and local agenda	<b>E</b>		<b>I/A</b>
Detailed understanding of change management, audit & research methodologies		<b>D</b>	<b>I/A</b>
Knowledge of clinical governance & improvement agenda		<b>D</b>	<b>I/A</b>
Knowledge of the importance of evidence-based practice & how quality improvement, audit & research improves care outcomes	<b>E</b>		<b>I/A</b>
Safeguarding Children & adult procedures & responsibilities	<b>E</b>		<b>I/A</b>
Ability to articulate a personal philosophy for Advanced Clinical Practice, and describe a personal 5-year plan	<b>E</b>		<b>I/A</b>
Relevant experience at a senior level in a children's healthcare environment eg Intensive Care, High Dependency, rapid assessment, A& E or similar	<b>E</b>		<b>I/A</b>
Experience of taking charge of a department and of leading or managing a team	<b>E</b>		<b>I/A</b>
Knowledge of undertaking audit & utilizing research findings, including presentation and publication		<b>D</b>	<b>I/A</b>
Evidence of working with children / young people and families to improve patient experience	<b>E</b>		<b>I/A</b>
Knowledge of developing practice standards, clinical audit, benchmarking & clinical / quality improvement		<b>D</b>	<b>I/A</b>
Abstract submission & presenting at conferences. Willingness to publish, building a personal portfolio		<b>D</b>	<b>I/A</b>
Part of professional development groups		<b>D</b>	<b>I/A</b>
Experience & evidence of sustaining change / quality improvement		<b>D</b>	<b>I/A</b>



Experience of line managing a clinical team & supporting advanced clinical skill development, evaluation & validation		D	I/A
Using outcome measures & key performance indicators to demonstrate the quality & efficiency of clinical care		D	I/A
Willingness to take on new skill development, learning & education as the role develops	E		I/A
Experience of clinical & formal teaching	E		I/A
Demonstrates an ability to be a strong leader for a multi professional team	E		I/A
To be active in the training and development of trainee ACP, ACPs as well as medical and allied health professionals and those with an interest in advanced skill development	E		I/A
<b>Skills/Abilities</b>			
Demonstrates an ability to provide expert clinical care	E		I/A
Ability to take on new skill development appropriate to the clinical area	E		I/A
Excellent leadership & organizational skills	E		I/A
Consistently demonstrable interpersonal, leadership negotiation & influencing skills	E		I/A
Excellent communication & listening skills, both clinical staff, patients and families e.g. relaying distressing information, clinical handover	E		I/A
Excellent written & presentation skills	E		I/A
Able to contribute to the development & implementation of the trust strategic Vision for Advanced Clinical Practice	E		I/A
Evidence of effective team leadership, able to motivate & develop a team & maintain constructive, professional working relationships	E		I/A
Evidence of personal insight & sound judgment	E		I/A
Able to demonstrate critical thinking, high level decision making & problem solving in clinical practice	E		I/A
Self-discipline & good time management to support periods of lone working & ensure robust safe practice	E		I/A
Appraisal & assessment skills. Ability to undertake a supervisory role	E		I/A
Ability to delegate & prioritise	E		I/A
Excellent teaching and training skills	E		I/A





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Able to work across professional team & organizational boundaries	E		I/A
To provide leadership to an advanced clinical team in challenging circumstances and across professional groups		D	I/A
Computer literate (word processing, PowerPoint presentation, electronic patient records)	E		I/A
Able to work collaboratively & as part of a multi-professional team	E		I/A
Keeps a personal e-portfolio of professional practice	E		I/A
Ability to have good hand & eye coordination for skill development	E		I/A
Good attendance record	E		I/A
Able to support personal resilience, emotional intelligence & realistic optimism and know where & when to seek additional guidance/ support	E		I/A
A flexible approach to work	E		I/A
Daily exposure to a wide range of physical, emotional & spiritual stressor, individual will need to have developed a robust professional support strategy & will be supported by the trust	E		I/A
Evidence of fulfilling professional revalidation	E		I/A
The individual will have exposure to high levels of physical, mental & emotional effort	E		I/A
Ability to deal with conflict situations within a team, as well as events involving the team		D	I/A
Takes responsibility for own actions & promotes good team working	E		I/A
Shares information & good practice appropriately	E		I/A
Treats others with courtesy & respect at all times	E		I/A

**Criteria Key:**  
**Review Method:**

Essential: **E**  
Application form: **A**

Desirable: **D**  
Interview: **I**      Test: **T**