

Job description

Job title:	Chief Nurse
Hours of work:	37.5 hours per week, or as required for the role
Remuneration:	Very Senior Manager pay, in line with the foundation trust's Executive Remuneration Framework
Base:	Royal Albert Edward Infirmary, with a requirement to travel regionally and nationally
Managerially accountable to:	Chief Executive
Professionally accountable to:	Board of Directors
Reports to:	Chief Executive

Job purpose

The Chief Nurse is the patient safety specialist responsible for the professional leadership of the Nursing, Midwifery and Allied Health Professional workforce, ensuring the delivery of safe, high quality, compassionate care for patients and service users. The post holder will also be the Director of Infection Prevention and Control and the Executive Maternity Safety Champion, as well as being the executive lead for safeguarding.

This is a critical role that will embed clinical leadership across WWL, to develop a culture that focuses on patient safety, learning, improvement and innovation.

As an executive director and a member of the Board of Directors, the Chief Nurse will work particularly closely with the Medical Director to ensure that patient safety and the delivery of high quality care remain central to WWL's strategic direction and decision-making. They will also lead on specific aspects of our quality and governance arrangements.

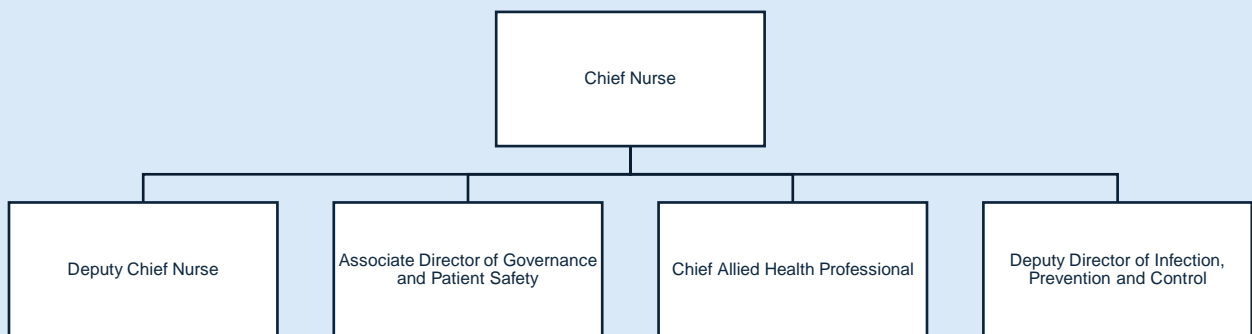
As the senior nursing professional at WWL, the Chief Nurse will lead on the development of the nursing, midwifery and allied health professional workforce to ensure safe and effective staffing of services. They will be the guardian of nursing leadership and professional standards, taking responsibility for the revalidation of nurses and midwives.

For further information and to apply please visit [Finegreen The Healthcare Recruiter](#)

Executive team structure



Reporting structure



Duties and responsibilities

The duties and responsibilities set out in this job description are aligned to NHS England's six leadership competency domains. They are set out in the order in which they appear in the framework, and this should not be construed as suggesting that one domain is more important than another. For more information about the framework, please refer to the current version of the *NHS Leadership Competency Framework for Board Members*.

Domain 1: Driving high-quality and sustainable outcomes

'The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.'

- To work with colleagues to continuously improve the quality and delivery of service to patients.
- To be a role model for quality improvement through effective leadership within the foundation trust, embedding a learning and improvement culture and actively promoting staff engagement and the foundation trust's values and behaviours.
- To champion the need for continuous improvement and excellence in services, representing the best of clinical practice consistently implemented in the interests of patients.
- To ensure the maintenance of professional standards of care in line with the Nursing and Midwifery Council's Code of Professional Practice, and through changes to midwifery supervision.
- To support the development of clinical services and practice within the foundation trust, ensuring clinical policies and practice are in line with national guidance and best practice.
- To provide highly visible leadership and assurance to the implementation of the foundation trust's quality agenda.
- To visibly promote and support patient care improvement through the implementation and audit of the foundation trust's quality strategy.
- To act as the foundation trust's lead for the safeguarding of children and vulnerable adults, and for learning disabilities and autism.
- To actively promote nursing research, the development and utilisation of evidence-based practice and the use of practice/service evaluation.

Domain 2: Setting strategy and delivering long-term transformation

'The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.'

- To provide strong and effective leadership to the development and implementation of the foundation trust's strategic direction. Driving the strategic development of the foundation trust's services in accordance with local health needs, clinical and financial sustainability and education and research priorities.
- To ensure that delivery of the foundation trust's clinical strategy, objectives and values are reflected in individual objectives and personal development plans.
- To oversee a programme of improvement for patient safety and provide assurance on delivery.
- To work with the board and with executive team colleagues to facilitate a service improvement culture that leads to improved clinical outcomes, patient experience and value for money.
- To ensure that improvement activities translate into benefit for patients and staff, and improve efficiency and patient and staff experience.
- To contribute to the development of effective and efficient care pathways and packages to support new models of care across primary and secondary care.

- To influence and maximise the opportunities for delivery of care in a community setting, in line with integrated, whole-system pathways of care.
- To lead on the reduction in temporary staffing usage within the foundation trust, ensuring that wherever possible the foundation trust does not breach agency cap rules whilst maintaining safe services.
- With the Chief People Officer, to develop workforce plans that deliver the current and future nursing, midwifery and allied health professional needs of the foundation trust.

Domain 3: Promoting equality and inclusion, and reducing health and workforce inequalities

'The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities and promotes inclusion.'

- To be a role model for the behaviours and high professional standards expected of everyone, as well as championing the equality and inclusion agenda.
- To champion the participation and engagement of clinical leaders in the leadership and management of the foundation trust, ensuring that they are supported by effective development to enable colleagues to succeed in key leadership roles.
- To be a change agent, securing the highest level of clinical engagement and involvement in the development and delivery of services.
- To lead on and further develop the foundation trust's strategy for public and patient involvement.

Domain 4: Providing robust governance and assurance

'The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principle of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.'

- To support the Chief Executive, as a key member of the executive team, in the discharge of their statutory duties and to ensure that all strategic and corporate objectives are met.
- As a member of the board, to ensure the appropriate representation of issues within this portfolio at board level, including participating in discussions and advising the board as necessary.
- To directly ensure appropriate leadership and management of the nursing, midwifery and allied health professional workforce, in line with the foundation trust's values and policies.
- Working with the Medical Director and Chief Operating Officer, to embed clinical engagement and leadership in the management of the foundation trust.
- To provide professional advice to the board, clinicians and managers on the impact of professional issues, statutory requirements, changes in clinical practice and the provision of clinical services, to inform corporate decisions and ensure that the views of our people are available to the board.
- To ensure that effective arrangements are in place for appraisal and revalidation of nurses and midwives.

- To take responsibility for the application of procedures in relation to professional conduct, in line with the Nursing and Midwifery Council's Code of Professional Practice and any associated human resources procedures, for the nursing, midwifery and allied health professional workforce.
- To promote a culture where colleagues feel safe to raise concerns, and see this as a core part of continuous improvement, through the implementation of fair and just governance systems and processes with a focus on learning and improvement.
- To ensure that systems and processes are effective at monitoring and improving outcomes for patients to provide assurance that clinical care is safe and effective.
- To provide ongoing review, audit and challenge to the quality of care within services across the foundation trust, reviewing service user experiences, quality indicators and external assessments to support services in developing and improving high quality services.
- To ensure that effective systems are in place to comply with the standards relating to the effective management of clinical risk, including Coroner's court processes and clinical negligence.
- To provide expert nursing, midwifery and allied health professional advice and opinion on the risk management process.
- To ensure that effective systems are in place to comply with the requirements for regulation, including the Care Quality Commission's essential standards of quality and NHS Resolution's risk management standards.
- To ensure that there is a highly skilled, productive nursing, midwifery and allied health professional workforce which is clinically and financially sustainable.
- To lead on the regular review of ward and departmental nursing and midwifery staffing levels through the use of nationally recognised tools and patient acuity/dependency.

Domain 5: Creating a compassionate, just and positive culture

'The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.'

- To provide highly visible leadership for all staff throughout the foundation trust, championing a professional and open culture which empowers staff to consistently deliver high quality care with compassion.
- To be accountable for ensuring effective clinical leadership and clinical engagement with the digital agenda.
- To participate in the personal development review process and to have a commitment to people development.
- To ensure that nurses, midwives and allied health professionals engage effectively with patients and involve them fully in the decisions regarding their care.
- To work with the Medical Director to ensure the integration of learning from complaints, incidents and claims.
- To ensure that systems are in place to ensure that the standards of nursing and midwifery care deliver safe, effective and compassionate care to every patient every time.
- To lead the provision of services for the effective management of patient complaints and ensure that public and patients' perceptions are used to improve services.

Domain 6: Building a trusted relationship with partners and communities

'The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.'

- To represent the foundation trust locally, regionally and nationally, working with senior colleagues to promote the foundation trust within the wider community, building sustainable relationships with key partners and actively participating in local systems.
- As a member of the unitary board, to play a full and active role in the overall leadership, management and development of the foundation trust and the local health and care system.
- To develop a strong network and individual relationships with system partners across community, primary and tertiary care, local authority, education and voluntary sectors.
- To develop strong links with providers of education and professional bodies to ensure appropriate integration between service and training needs.
- To lead the establishment and maintenance of effective relationships with other acute and community providers and other key agencies engaged in the delivery of health and social care at place and system level.
- To act as the foundation trust's 'nursing, midwifery and allied health professional voice' and consult with local health and social care colleagues in support of the corporate agenda and clinical strategy.
- To support the development of strong, mutually beneficial relationships with representative bodies including the Royal College of Nursing, Royal College of Midwives, Nursing and Midwifery Council and the Care Quality Commission.
- To develop and maintain effective relationships across the Greater Manchester Integrated Care Partnership and at place-level.

Other duties not directly aligned with the Leadership Competency Framework

- To participate in the executive on-call rota.
- To maintain standards required for professional revalidation.
- To participate in all foundation trust mandatory training and in the annual performance review process.
- Any other duties appropriate to the grade.

Standard duties and responsibilities of all staff

To comply with the foundation trust's no smoking policy.

To comply with the foundation trust's policies and procedures.

To ensure own compliance with the Health and Safety at Work etc. Act 1973 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

All staff employed within clinical environments and those who have contact with children, vulnerable adults, service users and their families must familiarise themselves with and be aware of their responsibilities and at all times adhere to procedures for safeguarding and protecting children and vulnerable adults.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face-to-face and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary and without hesitation.

The post holder must comply with the Data Protection Act 2018 and must not use for their own benefit or gain, nor divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the foundation trust or relating to the foundation trust's affairs or dealings which may come to their knowledge during employment.

The post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with the foundation trust's Infection Prevention and Control Policy and related procedures, along with risk assessment of all situations.

The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

ACCEPTANCE

We agree that this job description reflects our understanding of the requirements of the post.

Signed: _____	Signed: _____
(Post holder)	(Line manager)
Print: _____	Print: _____
Date: _____	Date: _____

Person specification

	Essential criteria	Desirable criteria
Qualifications	<ul style="list-style-type: none"> • Registered Nurse with current unblemished registration with Nursing and Midwifery Council. • Master's level qualification or equivalent experience. • Evidence of ongoing continual professional development. 	<ul style="list-style-type: none"> • Registered Midwife. • Postgraduate management qualification.
Experience and knowledge	<ul style="list-style-type: none"> • A proven track record of nursing, midwifery leadership at senior level, underpinned by an understanding of the NHS and its wider relationships. • High level of managerial competency with the ability to lead and manage change in a complex and dynamic environment. • Evidence of significant experience in leading and influencing professional groups to secure cross-system change. • Evidence of significant experience in building effective networks across health and social care and experience of leading improvement programmes. • Experience in establishing a clear strategic vision and direction, and translating this into successful outcomes for staff and patients. • Experience of development of models of care to support people to remain healthy and well and to support care in a non-hospital setting. • Experience of improving patient safety and creating a culture of learning and improvement. • Experience of supporting nurses, midwives and allied health professional concerns about conduct or capability. • 	<ul style="list-style-type: none"> • Senior leadership experience in an acute and community provider. • Experience of delivering transformative and cultural change. • Awareness of improvement methodologies.

	Essential criteria	Desirable criteria
Experience and knowledge (continued)	<ul style="list-style-type: none"> • Demonstrable experience and commitment to inclusion. • Knowledge of NHS strategy and policy and its impact at system and organisational level. • Strong financial awareness and business acumen drawn from experience of leading operations in multi-million-pound environments. • Knowledge and experience of the requirement of, as well as working collaboratively with, regulatory bodies including the Royal College of Nursing, the Health and Care Professions Council, NHS England and the Care Quality Commission. 	
Skills	<ul style="list-style-type: none"> • Excellent written and verbal communication skills and interpersonal skills, in particular communication, negotiating and influencing skills with the ability to inspire and motivate individuals and teams and gain consensus in a challenging environment. • The ability to assimilate complex information and make decisions in a fast-moving environment, to cope with ambiguity and to sustain performance. • The ability to drive improvements, maintain momentum and sustain a medium-to-long-term view against the day-to-day operational and financial challenges. • A passion and commitment to continually seek to improve standards of patient care. • The energy and resilience to maintain performance and inspire confidence within a fast moving, challenging environment. • Outstanding leadership skills with a strong focus on values and behaviours. • Able to work as part of a team in a collegiate way. • Capacity to understand and embrace new technology. 	

	Essential criteria	Desirable criteria
Additional	<ul style="list-style-type: none"> • Authentic leader, committed to collective leadership. • Able to role model the WWL behaviours. • Gravitas and confidence; stable and resilient under pressure. • Team player and builder. • Commitment to public service ethos. • Articulate and natural relationship builder. • Able to travel between sites. • Satisfactory pre-employment screening. • Ability to participate in the executive on-call rota. • Ability to meet Fit and Proper Person requirements. 	