

# JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Clinical Nurse Specialist

## 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	Clinical Nurse Specialist
Directorate	Body, Bones & Mind
Band	7
Supervised by	Matron
Type of contract	Permanent
Hours per week	37.5
Location	Great Ormond Street Hospital
Budgetary responsibility	
Manages	

**NHS**

**Great Ormond Street  
Hospital for Children**  
NHS Foundation Trust

### **Main purpose of the job**

- To have lead nursing responsibility for children and their families referred for HHD
- To provide effective nursing leadership, expertise, advice and support to the renal department and ensure the provision of high quality care to children and families
- To act as a role model and expert practitioner within the renal service.
- To have management responsibility for other CNS team members as appropriate
- To act as a designated resource to children and families, and the multidisciplinary professionals caring for them.
- To facilitate the development of all staff within the team.
- To promote an innovative and progressive attitude to the continual improvement of patient care through research and evidence based practice

### **Key working relationships**

Internal: Doctors, nurses, psychosocial and administrative staff within the Renal Unit. Other wards, specialities and departments such as Radiology and Pharmacy and the wider MDT

External: Patients, families, referrers and community services.

### **Main duties and responsibilities:**

- appropriate cares with families and with other professionals caring for children with renal failure and act as a resource for specialist clinical advice both within and external to the Trust
  - To initiate and coordinate transition in conjunction with renal families and careers
  - To work as part of the specialist renal CNS team taking on Research Lead
  - To autonomously interpret laboratory and imaging data, arrange for alternative investigations, collate and report on findings as required
  - To be accessible by telephone in order for parents to seek advice and support through transition and working collaboratively with transitioning centers.
  - Maintain open communication with each Centre in respect of the child's clinical condition and whole family needs.
  - Ensure the psychosocial care of children and adults at all times supporting choice of treatment options
  - Ensure availability, accuracy and safe handover of all information to all appropriate colleagues
  - To cross cover other CNS services as required
  - In conjunction with the consultant, develop and monitor clinical and non clinical performance standards, taking action as required
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- To ensure appropriate clinical guidelines are updated as necessary
- Act and Data Protection Acts
- Support other centers offering paediatric renal care both nationally and internationally.
- To act as an advocate for the child and family through transition ensuring the provision of appropriate information and support services
- To be able to role model and work clinically on the ward in line with local policy

### **Management and Leadership**

- To lead and support research and work with the CNS teams
- Support the effective management of patient activity and foster an environment that enhances the retention of all staff.
- Promote and support the improving working lives philosophy, and initiatives
- As appropriate, manage the appraisal process for directly line -managed staff, ensuring that all staff have the opportunity to review their performance and develop a meaningful professional development plan.
- Provide professional advice and support to staff in the department.
- To facilitate and lead the provision of clinical supervision.
- To ensure that all staff know where to access trust policies and clinical procedure guidelines and that staff adhere to these at all times
- In conjunction with Ward Sisters / Senior Nurse's ensure systems for the effective investigation and management of complaints and clinical incidents within the department are established, ensuring that lessons learned are shared within the unit, division and Trust as appropriate.
- Actively promote & engage with the clinical governance and improvement agenda in the department / team.
- To lead relevant elements of the essence of care benchmarking process for the clinical area.
- Initiate and develop audits of service delivery and implementation of findings to improve patient care.
- To work closely with other CNS' within the unit and the Senior Nurse to cross cover and represent them as appropriate in their absence.
- Act as an ambassador for the department and specialty both within and outside the Trust.
- To undertake relevant Trust wide projects in agreement with the Senior Nurse
- Participate in events or publications that promote the Trust and children's Nursing.

### **Educational**

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- To foster environments conducive to learning, inquiry, and research and to support the identification of the training and development needs of nursing staff / learners in the department.
- Support the Practice Educator with the planning, implementation and evaluation of training and education programmes.
- Assist in the annual post registration commissioning process and play a lead role in future educational development relevant to the specialty.
- Contribute to the provision of a validated supportive and challenging environment for student nurses in training, ensuring that all learners have an allocated mentor.
- Participate as required with the delivery of appropriate orientations to the department for all new staff, learners and temporary staff.
- To be a resource for students and junior colleagues, facilitating the development of junior staff
- Contribute to specialist renal teaching programmes e.g. Renal Foundation Course and Level 3 Renal Nursing Course
- Contribute to identification of learning needs and development of appropriate multi professional programmes on a national basis
- Develop and evaluate teaching programmes for children/families, empowering them to manage their own condition and seek appropriate help and advice.
- Provide support and training to other professionals both within the Trust and in community/shared care settings to develop skills/knowledge to deliver appropriate specialist care to children and families within the caseload.
- Participate in national / international events in order to further national / international knowledge and share best practice
- To have a leadership role in the development, production and evaluation of national and international clinical procedure / practice guidelines
- Maintain own professional development and mandatory training identifying learning needs in relation to specialist area of practice.

### **Research and Development**

- Initiate and lead audit and research studies relating to nursing and multidisciplinary care, within the specialist area of practice, presenting findings through presentations and writing for publication
  - Actively promote research awareness and evidenced base care.
  - To work within the research governance arrangements to support audit of practice - locally, nationally and internationally
  - Develop and evaluate tools to audit practice within specialist area of practice
  - As appropriate, to co-ordinate trials within specialist area of practice and publish results to increase the body of knowledge
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- Keep up to date with emerging thinking / findings from other centers.
- Work with others to maintain service database, including data entry, retrieval and analysis and provide activity reports as requested

*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](#):

## 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/T
<b>For Bands 6 and above including Consultants</b> <ol style="list-style-type: none"> <li>1) Knowledge and Understanding of diverse backgrounds and perspectives.</li> <li>2) Understanding of Diversity and Inclusion challenges in the workplace.</li> </ol>	E		

3) Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace			I
<b>Academic/Professional qualification/Training</b>			
On the relevant part of the NMC register i.e Children's registered	E		A
Evidence of ongoing, dynamic continuing professional development within the specialty, linked to demonstrable clinical competencies	E		A/I/T
Assessing and mentoring qualification	E		A
Possession of a relevant honours degree	E		A
Recognized teaching qualification		D	A
<b>Experience/Knowledge</b>			
Demonstrable experience at band 6 level or equivalent, including within relevant clinical environment	E		A/I/T
Experience of leading and managing a team	E		A/I/T
Previous experience of research and audit	E		A/I/T
Previous experience of change management and problem solving	E		A/I/T
Experience of handling clinical incidents and complaints	E		A/I/T
Demonstrates Compassion In Practice	E		A/I/T
Expert knowledge relevant to the speciality/field or practice	E		A/I/T
Understanding of professional and current issues in children's nursing and healthcare.	E		A/I/T
Detailed understanding of audit and research methodologies	E		A/I/T
Understanding of resource management, health and safety, clinical risk and quality issues	E		A/I/T
Child protection procedures	E		A/I/T
Handling clinical incidents and complaints	E		A/I/T
<b>Skills/Abilities</b>			
Excellent relevant clinical skills	E		
<ul style="list-style-type: none"> <li>Previous experience in home haemodialysis</li> </ul>	E		



<ul style="list-style-type: none"> <li>• Previous experience in needling and managing AV fistula</li> <li>• Previous experience in peritoneal dialysis / home haemodialysis dialysis and HD</li> </ul>			
Expert specialist skills and abilities for the post	<b>E</b>		<b>A/I/T</b>
Excellent managerial, leadership and organisational skills	<b>E</b>		<b>A/I/T</b>
Able to motivate and develop a multi-professional team	<b>E</b>		<b>A/I/T</b>
Able to problem solve and initiate change	<b>E</b>		<b>A/I/T</b>
Negotiating skills	<b>E</b>		<b>A/I/T</b>
Self-discipline and good time management to support periods of lone working.	<b>E</b>		<b>A/I/T</b>
Interviewing skill	<b>E</b>		<b>A/I/T</b>
Appraisal skills	<b>E</b>		<b>A/I/T</b>
Ability to delegate and prioritise	<b>E</b>		<b>A/I/T</b>
Excellent verbal and written	<b>E</b>		<b>A/I/T</b>
Communication and listening skills	<b>E</b>		<b>A/I/T</b>
Excellent teaching, training and preceptorship skills	<b>E</b>		<b>A/I/T</b>
Able to work across professional team and organizational boundaries	<b>E</b>		<b>A/I/T</b>
Administration of IV drugs, as appropriate	<b>E</b>		<b>A/I/T</b>
Phlebotomy and cannulation skills, as appropriate	<b>E</b>		<b>A/I/T</b>
Administering medication under patient group directives or supplementary prescribing as appropriate	<b>E</b>		<b>A/I/T</b>
Computer literate (word processing, PowerPoint presentation)	<b>E</b>		<b>A/I/T</b>
Ability to initiate, manage and sustain change	<b>E</b>		<b>A/I/T</b>
A flexible approach to work	<b>E</b>		<b>A/I/T</b>
Ability to work as an integral part of the multidisciplinary team	<b>E</b>		<b>A/I/T</b>
Ability to deal with conflict situations	<b>E</b>		<b>A/I/T</b>

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

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

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