NHS
South Tees Hospitals
NHS Foundation Trust

NHS
North Tees and Hartlepool
NHS Foundation Trust

DIRECTORS OF NURSING

Job Description

Our Group

North Tees and Hartlepool NHS Foundation Trust and South Tees Hospitals NHS Foundation Trust are the area's largest employers, with a budget of circa £1.2 billion and over 15,000 staff who deliver acute, tertiary and community health and care services across the Tees Valley, North Yorkshire, County Durham and beyond.

We have high ambitions and are committed to delivering more together for the populations we serve. In the spirit of greater collaboration, following a number of years of joint working, the two trusts have taken the decision to move to a Group model, meaning that our two organisations remain separate, so they can represent their communities effectively, but enables the Trusts to work at scale to take strategic decisions, which benefit the group as a whole and will deliver better outcomes for our patients, staff and the wider population.

This is an exciting opportunity for experienced and dynamic strategic leaders who share our passion for the highest quality clinical care to join either Trust. The Directors will thrive in a complex and fast paced environment and demonstrate exemplary leadership qualities which are consistent with the Trust's values.

Being able to articulate a vision is an essential attribute along with exceptional interpersonal and influencing skills and the ability to build effective relationships with a range of internal and external stakeholders.

The Directors of Nursing will also act as Deputy Group Chief Nurses and will work collaboratively across organisational and professional services to deliver the objectives and shared ambitions of the Group. As a key member of the Site Senior Leadership Team, the Directors will work as a triumvirate alongside the Chief Operating Officer and the Site Medical Director, strengthening our commitment to place clinical leadership at the heart of the Group.

The Directors of Nursing will provide professional leadership for all nursing and midwifery, whilst driving through change which improves clinical outcomes and patient experience. Through the development of a Group Nursing and Midwifery Strategy, our Directors will ensuring the delivery of high quality, safe and effective patient care through an educated, motivated and sustainable workforce.

We welcome applications from visionary leaders with significant experience of strategic leadership within the NHS acute sector.

We would encourage exploratory conversations regarding these opportunities by emailing Hilary Lloyd, Group Chief Nurse: **hilary.lloyd1@nhs.net**

Interviews/Stakeholder Sessions will take place on 20 May 2024

Closing date: 9 May 2024

OUR HOSPITAL GROUP

provides services to a local population of approximately

1.85 million

We provide care from four main hospitals and deliver services from a further 10 sites.

We work with local authorities in Durham, Hartlepool, Stockton on Tees, Middlesbrough, Redcar & Cleveland and North Yorkshire.

We work in partnership with Teesside University, York University, Newcastle University, Durham University and Sunderland University.

In our hospitals...

we employ

14,700

members of staff

including more than

2,600

staff working in our community services

we have

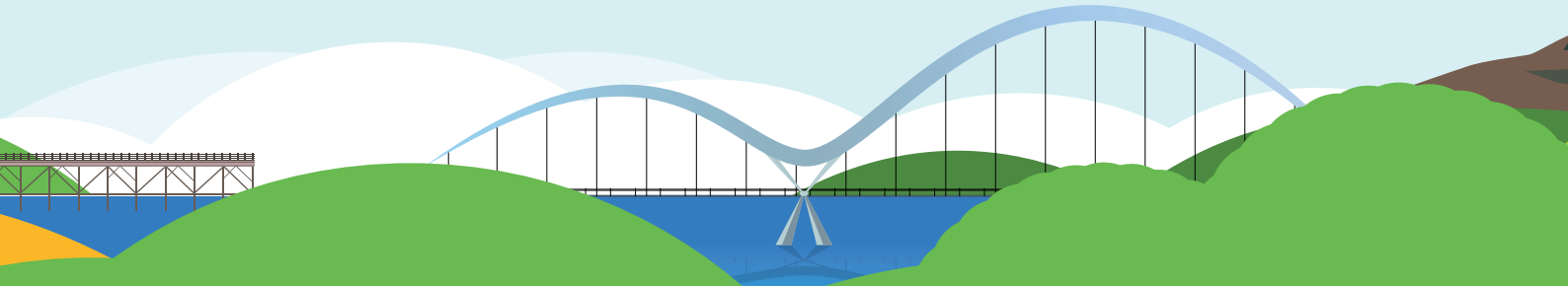
1,495

hospital beds

and

40

operating theatres



In the past year...

we delivered
7,000
babies

we completed
7,433
video appointments

we performed
730,000
radiology images & scans

our community teams cared for
2.1 million
patients closer to home

On average, every day...

we provided
2,598
outpatient appointments

we admitted
637
people to hospital

we treated
1,010
people in our urgent and emergency care services

Contents

Section 1 Job Description

Section 2 Job Summary

Section 3 Group Nursing Structure

Section 4 Key Responsibilites

- Clinical Responsibilities
- Leadership
- Corporate
- Organisational Culture
- Professional
- Quality Standards and Governance

Section 5 Person Specification

Section 1. Job Description

Job title	**Directors of Nursing** South Tees Hospitals NHS Foundaiton Trust North Tees and Hartlepool NHS Foundation Trust The roles also include deputy group chief nurse
Accountable to	Chief Operating Officer
Professionally accountable to	Group Chief Nurse (nursing officer)
Location of work	Requirement to work across all group locations
Key relationships	• Site leadership team • Executive team • Group chair • Non-executive directors • Trust governors • Managerial and clinical leadership teams • Staff networks • Regulatory bodies including NHSE, NMA and CQC • Strategic partners

The Hospitals Group consists of:

South Tees Hospitals NHS Foundation Trust - The James Cook University Hospital, Friarage Hospital, Redcar Hospital, East Cleveland Hospital, Middlesbrough, Redcar & Cleveland, Hambleton & Richmond Community Services.

North Tees and Hartlepool NHS Foundation Trust - University Hospital of North Tees Hospital, University Hospital Hartlepool, Peterlee Hospital, Stockton, and Hartlepool Community Services.

Section 2. Job Summary

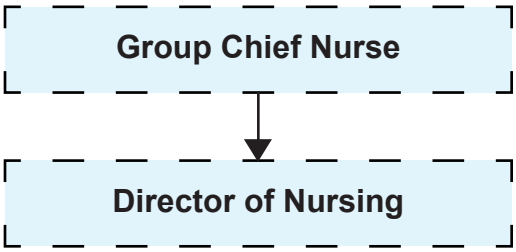
The Director of Nursing is a key member of the Hospital Senior Leadership Team, working as a triumvirate, alongside the COO/Deputy Managing Director and Site Medical Director the Director of Nursing and reinforces the Trust's commitment to placing clinical leadership at the heart of the Group.

The Director of Nursing is accountable for the professional leadership of all nursing and midwifery (including clinical support staff) roles. The post holder will be responsible for ensuring the delivery of high quality, safe, responsive, and effective care. With a focus on continuous assessment of clinical and professional standards, patient pathways and patient feedback to drive changes to ensure that clinical outcomes and patient experience continually improve. The Director of Nursing will work in partnership with the Group Deputy Director of Quality, Associate Directors for Safety, Safeguarding and IPC, and AHP and Midwifery leadership teams.

Working as part of the Site Senior Leadership Team, the Director of Nursing will ensure good working relationships with Finance, Human Resources, Governance and Estates colleagues, for the delivery of high-quality care across the hospital and Group.

The Director of Nursing is accountable for the delivery of the professional nursing agenda, ensuring a sustainable nursing and midwifery workforce, education and development and high-quality patient care through the development and delivery of a Group Nursing and Midwifery Strategy.

Section 3. Group Nursing Structure



Section 4. Key Responsibilities

3.1 Clinical responsibilities

- To provide strong visible clinical leadership and engagement of the nursing and midwifery teams ensuring the highest standards of patient care and clinical governance, supporting care group/collaborative senior nurses and midwives in their role.
- To work in conjunction with the site leadership team and the Group Executive to accept shared accountability for the Trust and the Group meeting strategic, operational, and financial objectives.
- To develop and deliver an ambitious nursing and midwifery strategy in conjunction with professional colleagues.
- The post-holder has specific responsibility for ensuring high quality and safety of patient care, CQC compliance with fundamental standards, IPC standards and safeguarding.
- To ensure that appraisals and other governance mechanisms are in place to support the revalidation of nursing and midwifery staff.
- To ensure that systems and practices are in place that enable students (pre and post reg) are supported to meet their education and training needs.
- All directors are expected to demonstrate highly visible compassionate leadership working as part of a cohesive, multi professional senior team, contributing to the overall strategic direction and leadership of the Group and when necessary, take leadership responsibility for corporate issues outside their immediate sphere of responsibility.
- With triumvirate leadership, to be accountable for our Emergency Preparedness, Resilience and Response, providing strategic direction and leadership.
- To act up when necessary for the Group Chief Nurse.

3.2 Leadership

- To provide professional and strategic leadership and support to nurses/ midwives and support operational delivery of high-quality care in line with the NMC Code.
- To provide professional advice to the Board, Chief Executive Officer and Chief Medical Officer on key care and nursing issues
- Work closely with the Site Senior Leadership Team to embed a patient safety culture throughout the Group and associated services.
- Work with senior nurses and midwives to ensure a sustainable workforce and that nursing workforce planning and development is actively undertaken, nurse establishments are regularly reviewed and informed by appropriate methodologies.
- To work with the Group Chief Nurse to ensure appropriate education is commissioned and effective strategies are in place for recruitment and retention.
- To provide input and advice on any relevant initiatives that require a nursing perspective, for example external /internal reviews and investigations.
- To actively support clinical risk and governance process including responsibility for, research, and service improvement.
- To support compliance with the Patient Safety Incident Response Framework.

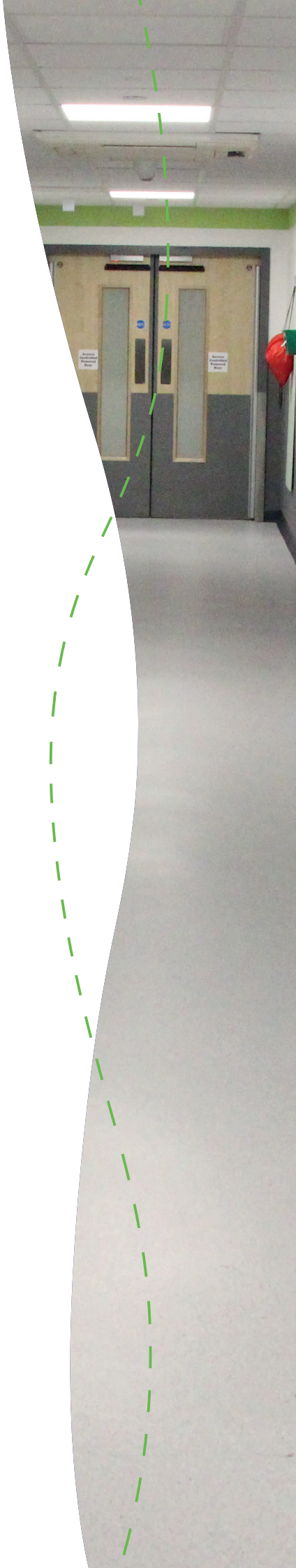
- To play an active role in continuous improvement by undertaking other projects/ duties as requested by the Group Chief Nurse or Chief Executive.
- Ensure regular communication and meetings with nursing and midwifery staff, in conjunction with operational senior managers and medical staff, ensuring they are engaged with the development and implementation of clinical strategy plans and policies.
- Lead the development of new initiatives across clinical and professional boundaries, working with patients, families, and other partners in care provision.

3.3 Corporate

- Contribute to the development and implementation of Group Clinical Strategy
- Work with senior colleagues to proactively promote the Group within the wider community, building sustainable relationships with key partners within the multi-agency health and social care community.
- Contribute to the overall corporate management of the Trust and Group, providing nursing advice in relation to operational issues.
- Contribute actively to strategic discussions, board assurance processes via committees, corporate reports, Group performance and Board intelligence, and to develop excellent working relationships with all Board members.
- Support the Group Chief Nurse in ensuring strong quality governance from ward to board.
- Provide vision, strategic direction, and technical leadership to enable the delivery of the strategic objectives of the Group.
- Build collaborative leaders that inspire and motivate our workforce within a values-based culture.
- Drive the strategic development of the Group's services in accordance with local health needs, development, education, and research priorities.
- Along with other Directors, ensure policies and procedures are adhered to and where necessary direct changes to support the operation of the Group.
- Play a lead role in delivering the various Group wide improvement plans, with specific responsibility for ward and department accreditation.
- Adhere to the standards laid down in the NHS Code of Conduct for managers and, at all times, act in a manner that reflects and promotes the values of the Group.
- Represent the Group at regional, national, and international level as appropriate.
- Develop effective working relationships with the clinical and management teams to ensure that the hospital and site operate at the highest standards for safety, quality and performance.
- Participate in the Strategic on call Rota.

3.4 Organisational culture

- Continue to develop a Restorative and Just Learning Culture within the clinical staff group based on Trust and Group values.
- Promote a culture that thrives on continuous improvement and that works seamlessly across organisational boundaries.
- Work seamlessly with other care providers to provide excellent health and social care services.
- Support the development of the Group's nursing and midwifery strategy, in collaboration with other relevant partners under the leadership of the Group Chief Nurse.
- Promote an organisational culture committed to learning from complaints, incidents, audit, research, and development and based on the core values of care, compassion and respect.
- Ensure operational delivery addresses health inequalities, mitigating



cultural hesitancies and digital exclusion, and accelerating preventive programmes that proactively engage those at greatest risk of poor access and outcomes.
- Promote an organisational culture that achieves excellence in the education, training and development of junior doctors and other clinical staff.
- Promote an organisational culture that facilitates staff wellbeing and teamwork in the design management and delivery of clinical services.
- Create a culture of openness and transparency where people are able to raise concerns and know they will be listened to.
- Actively ensure that the organisation is meeting its statutory responsibilities in respect of equality and diversity.

3.5 Professional

- Keep abreast of professional developments in keeping with the role and maintain appropriate networks.
- Adhere to infection control policies in order to promote cleanliness and reduce infections to undertake appropriate hand hygiene to prevent the spread of infection.
- Use personal protective equipment in accordance with the Trust Policy.
- Attend all statutory and mandatory training and updates and ensure you receive training appropriate to your role.
- Meet the requirements of the Fit and Proper Persons Test.
- To be able to fulfil the travel requirements of the post.
- To take reasonable care of your own health and safety and that of others that may be affected by your activities, to cooperate with the Trust by complying with all health and safety rules and safe systems of work.

3.5 Quality standards and governance

- Work closely with the Group CMO / CNO and Site Medical Directors and the quality governance teams to ensure that clinical governance is fully considered, and that appropriate processes and structures are in place.
- Work collaboratively with the Group CMO /CNO and Site Medical Directors, to ensure adequate management of clinical risk and improvements in quality and safety.
- Ensure there are appropriate systems in place to monitor quality and safety and identify areas for improvement, taking the lead in the investigation and resolution of complaints and serious incidents.
- Ensure there are appropriate systems in place to monitor patient experience and identify areas for improvement, taking the lead in the investigation and resolution of complaints.
- Promote a culture of continuous improvement, formally evaluating standards of care and leading on the implementation of change.
- Contribute to the development and delivery of nursing education and development programmes, promoting a culture of lifelong learning.
- Contribute to the development and updating of policies and ensure new policies are properly embedded.
- Ensure the recognition and value of the nursing contribution and encourage a culture of professional curiosity and academic publication within the nursing team, supported by an active nursing research portfolio.
- Apply and develop financial controls in relation to nursing budgets: e.g. agreeing appropriate skill mix; controls and monitoring of bank and agency usage; and effective recruitment and retention strategies.
- Ensure nurse leaders drive the delivery of high quality appraisals and high mandatory training compliance for our registered and non-registered nursing workforce.

This job description may be reviewed from time to time in light of developments and may be amended in consultation with the post holder.

Section 5. **Person Specifications**

DESCRIPTION	ESSENTIAL REQUIREMENTS	ASSESSMENT
Education/ qualifications	Registered Nurse (1st level registration) with NMC. Higher professional or management degree at Masters level. Evidence of continuous professional development.	CV/Interview
Knowledge and experience	• Extensive senior nurse management experience in a senior role within the NHS acute sector. • Extensive experience and competence leading the nursing, midwifery and clinical support workforce. • Significant experience and success as a clinical leader manager level including strategy development, budgetary control, leadership and staff management. • In-depth understanding of current nursing and midwifery strategy and associated policy. • Clear vision for nursing and ability to secure the active commitment of multi-disciplinary staff in working towards achieving this. • Experience of service innovation and development with proven positive outcomes for patients • Proven ability to set high standards of patient care and influence significant change to nursing practice. • Knowledge, understanding and experience of leading CQC compliance. • Significant experience of staff management, including the setting of objectives, team and individual appraisal, recruitment and disciplinary issues. • Evidence of report writing and presentation skills, to include board reporting and formal presentations. • Developing and implementing strategic plans for nursing. • Experience of working and influencing professional nursing at regional and national level. • Experience of critical thinking, research and innovation.	CV/Interview

Skills and attributes	• Proven leadership skills, ability to set out a clear vision and persuade others of the benefit and requirement of the plan for the future. • Ability to analyse and interpret complex data to lead improvements in patient care. • Compassionate leadership and collaborative approach. • Business focused. • Excellent communication skills. • Experience of dealing with complex issues across an organisation. • Ability to work proactively and cooperatively with senior management and clinical staff, including at times of uncertainty.	CV/Interview
Personal attributes	• Commitment to self-development with ability to demonstrate in depth knowledge of key policies and themes in the healthcare provision in the UK. • An ability and interest in coaching staff to improve performance. • Commitment to promote equality and diversity in the workplace and in service delivery and development. • Able to meet the travel requirements of the post. • Exemplary personal standards of conduct and meets the requirements of the fit and proper person test. • Integrity and a reputation for honesty and trustworthiness.	

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