

Job description

POST

[Director of Nursing, AHPs and Quality – Babies, Children and Young People, Trustwide]

SALARY

[£99,891 - £114,949 annum (pro rata where applicable)]

CARE GROUP

[Women's and Children's Care Group]

BASE

[Base site to be agreed; working Trust-wide]

CONTACT

[Karen Costelloe, Managing Director, Women's and Children's Care Group; Sarah Hayes, Chief Nursing and Midwifery Officer]

Welcome to East Kent Hospitals

[The Director Nursing, AHPs and Quality, Babies, Children and Young People is an exciting new post and offers the opportunity for an individual with demonstrable leadership and a vision for children's services. Someone who is passionate about the health, development, and opportunities for all children, who wants to work in partnership to improve health inequalities and outcomes for the children and families living in East Kent.]

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Director of Nursing, AHPs and Quality – Babies, Children and Young People

Role Specific duties

Professionally accountable to the Chief Nursing and Midwifery Officer, the post holder will be accountable and responsible for leading on the development and implementation of the Trust wide Nursing and Allied Health Professionals (AHP) priorities for children and young people's services.

The post holder will:

- Act as the strategic nursing and AHP lead for children's services.
- Be responsible for professional nursing and AHP practice, quality and safety across children's services.
- Support and provide expert advice on the delivery of high, quality compassionate care within children's services.
- Positively impact the experience of children, young people and their families/carers.
- Support the safe, effective delivery of clinical practice across children's services and ensure standards of practice to meet regulatory and commissioner requirements.
- Provide professional leadership to specialists and the wider nursing and AHP workforce who provide a service for Babies, Children and Young People across all EKHUFT hospitals and community teams.
- Support the Women's and Children's Care Group to have a systematic approach to ensuring the activities of the nursing and AHP workforce across the Trust meet the needs of babies, children and young people.
- Provide visible, accessible and authoritative babies nursing leadership presence at the Trust's hospitals and community sites, partner HEIs, ICB and regional activities.
- Share knowledge and expertise with all members of the multi-professional team supporting changes in practice where appropriate.
- Lead on workforce planning, supporting the development of new, enhanced, or extended nursing and AHP roles.
- Provide assurance and advice of the safe staffing of children's services.
- Participate in and establish external professional, clinical and academic networks with Babies, Children and Young People nursing leaders from other organisations, and represent EKHUFT locally, nationally and internationally on relevant matters.
- Maintain clinical credibility, including continued clinical working in accordance with best practice.
- Provide professional advice to the Director of Quality Governance and the Lead for Children's Safeguarding for the Trust.
- Review the effectiveness of mechanisms to ensure that all staff believe that their voice and the babies, children and young people's voice is listened to and that they know how to raise concerns and bring about improvements and feel empowered to do so.



- Be responsible for the development and implementation of policies relating specifically to the Women's and Children's Care Group and for the production of any other policies as requested by the Chief Nursing and Midwifery Officer.
- Be a highly visible authoritative senior nurse leader who will work effectively from board to ward.
- Be an active member of the senior leadership team, contributing and leading on areas of the Trust Strategy.
- Directly manage and provide leadership to those teams with the post holder's portfolio.
- Manage highly complex and sensitive situations that require a high level of decision making.
- Establish and maintain effective and collaborative working relationships across all Trust services and Directorates in the delivery of key strategic and operational goals, reflecting the key children's services priorities.

Patient experience, engagement, involvement, and service improvement □

- Provide professional advice in relation to all aspects of Babies, Children and Young People service activities to improve their experience. This includes engagement with the Directors of Nursing and key children's service leads across all of the Trust.
- Review the effectiveness of mechanisms to capture the experiences and views of those accessing Babies, Children and Young People Services across the Trust, especially groups who report a poorer experience and where there is inequity of access, ensuring their views inform decision-making at all levels and are acted upon swiftly and comprehensively.
- Work with all Babies, Children and Young People teams at all Trust sites to develop a long-term change programme to improve their experience in all its forms across all pathways.
- Work with community and other partners to develop out of hospital services and innovative pathways which mean that Babies, Children and Young People are cared for out of hospital wherever appropriate.
- Provide leadership for change and service improvement initiatives as agreed.
- Support all care groups to ensure that complaints relating to Babies, Children and Young People are responded to effectively and learnt from.

Education, research and audit

In conjunction with the Chief Nursing and Midwifery Officer and Senior Nursing, Midwifery and AHP team ensure the continued development of nursing practice in Babies, Children and Young People to develop research, academic & clinical practice within the framework of the nursing and midwifery strategy and ambitions.



Quality

- Lead the nursing and AHP quality and safety agenda, contributing to corporate level discussions, decisions and policy development and as part of this responsibility undertake additional Trust wide projects/responsibilities as agreed with the Chief Nurse.
- Oversee the development of a robust set of measures against which nursing practice can be tracked and assured.
- Lead on the implementation of Ward accreditation in those areas, providing assurance and holding services and teams to account.

Finance and resource management

- Identify and report on the resource implications of proposed and likely developments in Babies, Children and Young People services.
- Work collaboratively with the care groups and corporate teams, to quality review CIPs that relate to Babies, Children and Young People's Services across the Trust in the preparation of business cases.

Other responsibilities

- Support or lead on other major trust-wide nursing initiatives as required.
- Comply with all relevant Trust policies.
- Represent the trust externally for nursing and in relation to Babies, Children and Young People as required and lead on system-wide nursing initiatives.
- Work with local HEIs and the ICB regularly to ensure awareness of the work and support at a wider level in work that promotes its ambitions to deliver excellence for Babies, Children and Young People.
- Keep up-to-date professionally with national and local policy changes, as well as their dissemination, and professionally advise on their implementation.
- Provide professional and strategic leadership for babies, children and young people wherever they are cared for across the Trust.
- Be responsible for initiating and influencing the creation of new models of care and ensuring national standards are met in the delivery of high-quality services that support the care of children and young people.
- Offer dynamic and responsive leadership with a flexible and adaptable approach to support the local and system demands.
- Provide clinical leadership to Nurses and Allied Health Professionals and line management as required within children's services, motivating, and developing individuals to ensure they are able to deliver all aspects of their role.
- Advocate for babies, children and young people, driving improvements to impact patient experience, improving health inequality while delivering high-quality cost-effective care.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Karen Costelloe, Managing Director, karen.costelloe@nhs.net Tel : 07866 921661 or Sarah Hayes via the Chief Nursing Office Administrative Assistant, Ashleigh Unsted – a.unsted@nhs.net tel: 01227 206869



Person specification

Requirements	Essential	Desired	Method of assessment
EXPERIENCE	<ul style="list-style-type: none"> • Extensive knowledge and expertise relating to general and specialist Lead Babies, Children and Young People & Family Services nursing • Extensive experience at a senior nurse / AHP level (at least band 8c and above) of NHS operational and clinical management of Babies, Children's, Young People in an acute hospital environment • Comprehensive understanding of relevant NHS and Babies, Children's, Young People &/or Family Services policy, guidance, legislation and research • Track record of successful delivery of significant change within a complex clinical environment and multiple geographic sites • Experience of developing and managing high quality action plans resulting in demonstrable improvements to Babies, Children's, Young People in an acute hospital environment • Experience of quality Nursing teaching and practice development • Proven track record of delivering against objectives and achieving targets and performance improvements • Detailed knowledge and understanding of clinical and corporate governance and risk management systems and processes • Experience of business planning and budgetary management skills • Experience of strategic working and change management • Knowledge of equalities issues and commitment to the promotion of , diversity and inclusion in employment and service delivery • Knowledge of Babies, Children's, Young People &/or Family Services • Excellent and demonstrable experience of engaging with and involving Babies, Children's, Young People &/or Family Services in feedback and improvement. 	Experience of working within complex systems	
QUALIFICATIONS:		Management qualification	



(Training; Research; Publications)	<p>Master's Degree in a relevant subject</p> <ul style="list-style-type: none"> • A registered children's or neonatal nurse • AHP with HCPC registration and strong background of children's services • Evidence of research publications (separate Professorial criteria apply) 		
KNOWLEDGE & SKILLS:	<ul style="list-style-type: none"> • Clinically credible with nursing, medical and AHP staff and feel comfortable being on the front line working within your scope of practice • Track record of effective leadership skills with the ability to drive and motivate teams of people at all levels in a pressured environment • Advanced negotiating and influencing skills to engage effectively with and motivate a range of stakeholders and staff in a matrix environment, working effectively across multiple boundaries • Track record in managing transformational organisational change including engaging staff at all levels to become involved • Developing, implementing and managing quality and other statutory and non-statutory performance metrics • Acts as a role model, catalyst for change, standard setter, coach and motivator with a clear vision and ability to challenge the status quo • Political astuteness and understanding of the health and care economy and sensitivities therein • Ability to hold direct and non-direct reports to account • Demonstrable ability to plan over short, medium and long term and adjust plans and resource requirements accordingly • Ability to analyse highly complex issues and data from multiple sources • Make clear, rational, autonomous decisions exercising independent judgement in a professional and competent manner, including where there is incomplete information, using experience to make inferences and decision making • Analytical problem-solving skills 	Knowledge of commissioning frameworks	

	<ul style="list-style-type: none"> • Standard keyboard skills and proficiency in the use of ICT applications to support efficient work activity including the analysis, interpretation and presentation of complex data 		
PERSONAL QUALITIES:	<ul style="list-style-type: none"> • Ability to manage multiple demands of a senior role • Resilience and ability to contain and work with organisational stress and to hold the stress of others • High level of openness, honesty and integrity informed by values aligned to those of the Trust • Highly professional role model • Dynamic personality with credibility to build trusted organisational and wider stakeholder relationships • Highly developed interpersonal and facilitation skills with ability to gain and maintain credibility with a wide range of stakeholders and influence and negotiate successful outcomes. • Ability to produce and deliver concise, insightful communications and reports/presentations, including contentious information to senior stakeholders and a broad range of stakeholders as required 		
SPECIFIC REQUIREMENTS	<ul style="list-style-type: none"> • Sufficient physical and mental ability to perform the duties of the post with any aids and adaptations • 		

The small print

Band	Band 9
Salary Scale	£99,891 – £114,949 per annum (pro rata, if applicable) Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory, mandatory and essential training.
Hours of work	37.5 hours per week
Annual Leave Entitlement	Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable): On Appointment = 27 days After five years = 29 days After ten years = 33 days
Pension Scheme	As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST. Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.
Contractual Notice	Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months' notice Band 7-9 = 3 Months' notice
Probationary Period	New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6-month probationary period. During this time, you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.



Dimensions

Financial and Physical	Manages	Line management of Head of Paediatric Nursing; Senior Matrons, Nurse consultant specialist nurses and AHP's as required. Professional lead to Children's Services staff.
	Impacts	Effective use of nursing and AHP resource to drive productivity benefits. Lead quality, innovation productivity, and prevention programme.
Workforce	Manages (Bands and WTE)	
	Located	Based at the William Harvey site, but required to work at any of the Trust's sites.
	Impacts	
Other		This post is managed within the Women's and Children's Care Group but will ensure standards are met for the quality of care and patient safety and children across the Trust.

Communications and working relationships

Internal	<p>Chief Nurse Corporate Nursing Executive Directors Non-Executive Directors Directorate leadership Matrons, ward managers, CNS, ANPs Nursing research team Infection Prevention and Control Safeguarding</p>
External to NHS	<p>Nursing and Midwifery Council Care Quality Commission RCN NHSE Institutes of Higher Education South Thames Paediatric Network External Peers Health Education England</p>
Other	



Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Supporting staff to deal with incidents in the workplace including occasional verbally and physically aggressive behaviour of patients, relatives and staff. Occasional direct exposure to body fluids, foul linen, sharps when working clinically within the patient areas.	Occasionally
Physical Effort	Frequent use of computers. Frequent periods of walking around site to visit wards and departments. Regular, potentially daily, travel between sites as post works across the organisation. Frequent standard driving skills as needed to drive within and external to the Trust to attend meetings and visit wards and departments. Infrequent clinical duties including moving & handling patients. Frequent requirement to carry documents to meetings due to cross site working.	Frequent
Mental Effort	Frequent requirement to prioritise workload. Occasional, prolonged and intense concentration are required for reading and production of reports, chairing meetings, reviewing, analysing and evaluating information. Regular investigation of complex clinical incidents/complaints. Frequent unpredictable interruption with the requirement to adapt to changes in priorities at minimal notice.	Frequent
Emotional Effort	Occasional to frequent direct exposure to distressing or emotional circumstances e.g. imparting unwelcome news to staff, supporting staff who are involved in formal situations (e.g. coroner's cases, professional regulator).	Frequent

	Occasionally involved in supporting staff who have been directly involved in distressing clinical activity. The post holder occasionally meets with distressed and angry patients, relatives and carers to discuss and resolve their concerns.	
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Most challenging part of the job

To lead the Child Health nursing team within the Care Group in delivering a high standard, evidence based service that puts safety, quality and the patient experience at the centre of services. Ensure that the Care Group provides a professional, skilled and competent workforce against a background of significant change managed within the financial and organisational envelope of East Kent Hospitals University NHS Foundation Trust.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.]

