

Job Description

Job Title:	Group Chief Nurse
Accountable To:	Group Chief Executive
Salary:	VSM Circa £TBC
Location:	
Key Relationships:	Executive Team, Group Chair, Non-Executive Directors and Trust Governors, Managerial and Clinical Leadership Teams, Staff Representatives/Networks, Regulator bodies including NHSE and CQC and strategic partners.

This role will participate in the strategic on call rota.

JOB SUMMARY

The Group Chief Nurse is a full Executive (voting) Director of North Tees and Hartlepool NHS Foundation Trust and South Tees Hospitals NHS Foundation Trust (the Group) and member of the unitary Group Board and is expected to work as part of an integrated team and take lead responsibility for strategic and corporate issues both within and external to their immediate portfolio, making a major contribution to the achievements of the Group vision and strategic goals.

Ensuring;

- The best for patient safety, quality and experience
- The best place to work
- Seamless integrated care
- Financially sustainable
- Centre of excellence for research, innovation, education and specialist services

ROLE PROFILE

As an Executive Director of the Group Board, the Group Chief Nurse will inspire confidence through their knowledge and expertise and ensure that the Board of Directors keep Quality of Care at the core of decision making.

The Group Chief Nurse has specific responsibility for Clinical Governance including external regulatory standards, safeguarding, Infection Control and will be the nominated individual for the CQC.

All Group Directors are expected to demonstrate highly visible 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 lead responsibility for corporate issues outside their immediate sphere of responsibility.

KEY RESPONSIBILITIES

CORPORATE RESONSIBILITIES

- Contribute actively to strategic discussions, board assurance processes via its committees, corporate reports, trust performance and Board intelligence, and to develop excellent working relationships with all Board members.
- Be a role model for effective leadership within the Group, driving a positive “can-do, patient first” culture.
- Work with senior colleagues to proactively promote the Group within the wider community, building sustainable relationships with key partners.
- Provide vision, strategic direction, and technical leadership to enable the delivery of the business aims of the Group.
- Build collaborative leaders that inspire and motivate our workforce within a values based culture.
- Drive the strategic development of the Group services in accordance with local health needs, business development, education and research priorities.
- Ensure activity and service objectives are effectively met in compliance with the Groups' Standing Orders, scheme of delegated authority and legislation and play an active role in the overall management of the Trusts.
- Along with other Directors, ensure the Group’s 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.
- Act in accordance with the Nursing and Midwifery Council’s Code.
- Adhere to the standards laid down in the NHS Code of Conduct for managers and, at all times, to act in a manner that reflects <https://www.healthtrusteurope.com/search-contracts/upcoming-contracts/awarding-via-hte-framework-agreements/> and promotes the values of the Group.
- Represent the Group at regional, national, and international level as appropriate.
- Participate in the personal development review process.
- Participate in the strategic on-call rota.
- Support the statutory duties of the Group Chief Executive.

STRATEGIC & OPERATIONAL RESPONSIBILITIES

- Professionally accountable to the Group Chief Executive for the performance of Nursing, Midwifery and Allied Health Professionals and the delivery of safe, effective and high-quality care to patients.
- Through active engagement with patient and service users, accountable for the design and delivery of services which consider the needs and expectations of patients, carers and service users.
- Providing professional advice to the Group Board on statutory and regulatory nursing, midwifery and therapy requirements and assuring the Board of their delivery.
- Be the Lead Executive Director for Quality Governance with line management responsibility for the Group Director of Quality Governance, which include CQC and other regulatory

compliance matters and assurance, risk management, health and safety, clinical audit, claims and legal services.

- Line management of the Corporate Nursing Functions.
- Play an active leadership role in driving the Group Improvement Programme. Ensure this can translate into all areas for the benefit of patients and staff, to drive service improve culture, efficiency improved clinical outcomes and patient experience.
- Challenge conventional approaches demonstrating a commitment to creating a 'learning organisation' to deliver continuous improvement.
- Be a lead change agent securing the highest levels in clinical engagement from Nurses, Midwives and AHP staff and involvement in the development and delivery of services.
- Ensure that Quality Governance and Quality Management Strategies are implemented consistently across the Group.
- Take lead responsibility for effective Quality Impact Assessment of all change and development activity across the Group.
- With senior colleagues develop an environment where the Nursing, Midwifery and Allied Health Professional voice can flourish.

LEADERSHIP RESPONSIBILITIES

- Provide leadership to workforce planning for registered and unregistered Nursing, Midwifery and AHP staffing, with creative recruitment initiatives, including ethical overseas recruitment programmes. Where appropriate working with external bodies.
- Provide leadership to develop and implement Nursing, Midwifery and AHP workforce modernisation, supporting and encouraging innovation in practice and the way services are delivered.
- Provide highly visible and inspiring nursing leadership for Nursing and Midwifery and Allied Health Professionals (AHP) staff throughout the Group, championing a professional and open culture which empowers staff to consistently deliver Quality Care with Compassion, acting as a role model for the behaviours and high professional standards expected.
- Provide strong and effective Nursing and AHP input to the development and implementation of the Group Strategic Direction and goals.
- Provide professional Nursing and Midwifery leadership and advice to inform corporate decisions and ensure that the views of nurses and midwives (registered and unregistered) and AHPs are available to the Group Board.
- Champion the need for continuous improvement and excellence in Nursing, Midwifery and AHP services, underpinned by Strategies which represents the best practice consistently implemented in the interests of patients.
- Ensure the maintenance of professional standards of care in line with the Nursing and Midwifery (NMC) Code of Professional Practice, along with the Health and Care Professional Council for AHPS; ensuring that the Group fulfils its responsibilities to the Supervising Authority.

- Work collaboratively with the Group Chief Medical Officer and the Group Managing Director to develop a culture of Quality Care with Compassion to underpin the Group's Clinical Quality Strategy.
- Actively promote Nursing, Midwifery and AHP research, the development and utilisation of evidence-based practice and the use of practice/service evaluation.
- Ensure effective collaboration with both Commissioners and providers of education.
- Champion the work that the Nursing and Midwifery Care Institute develop and delivers including Shared Governance and Accrediting Care Excellence (ACE) and Nursing, Midwifery and AHP led research.

QUALITY STANDARDS AND GOVERNANCE

- Ensure robust systems and processes for quality governance are in place to provide assurance that essential standards of quality and safety are delivered to patients with supporting data to report to the Board.
- Ensure effective systems are in place to comply with the requirements for regulation, including the essential standards of quality and safety (CQC) and NHS Resolution risk management standards.
- Ensure systems are in place to underpin that the standards of Nursing, Midwifery and AHP care delivers safe, effective and compassionate care to every patient every time.
- As CQC Registered Manager work with the Group Chief Medical Officer to demonstrate compliance with CQC standards, ensuring that systems and processes are in place to deliver and demonstrate improving clinical quality and meet national and Group standards.
- Oversee a programme of improvement for patient safety and provide assurance on delivery.
- Ensure that patients are fully and effectively involved and engaged at all levels of care delivery within the Group.
- Work in partnership with the Group Chief Medical Officer creating a positive culture to promote reporting and learning from serious incidents under the new Patient Safety Incident Response Framework (PSIRF), never events and complaints, and provide leadership to ensure effective mechanisms and systems in place. Implement systems and monitor organisational learning from Complaints and PALS feedback occurring within the Group or the wider NHS.

COMMUNICATIONS AND RELATIONSHIPS

- Work with the Communications Team and Group Chief Strategy Officer to market the Group's services and support the business planning process.
- Develop excellent relationships with the local community and key stakeholders,
- Develop and maintain effective cross-disciplinary communications with other senior leaders.
- Work with the **Director of Communications** to improve and expand communication with staff, patients and partners.

Person Specification
Group Chief Nurse

Description		Assessment
Education/ Qualifications	<p>Registered Nurse (Level 1 NMC)</p> <p>First level Degree or equivalent level of experience</p> <p>Master's degree in a relevant management or leadership subject</p> <p>Evidence of continuous professional development</p>	Certificates and interview
Knowledge and Experience	<p>Substantial experience of working within an Acute Trust setting at a senior and corporate nursing level (Deputy Executive Director equivalent or higher)</p> <p>Detailed knowledge of national and international nursing workforce development issues</p> <p>Evidence of delivering against service delivery targets whilst maintaining high quality services</p> <p>Evidence of delivering effective service change in partnership with staff and partners</p> <p>Ability to manage complexity and ambiguity whilst under workload and timescale pressures</p> <p>Broad understanding of NHS and associated regulatory environments.</p> <p>Knowledge of Adult and Child Safeguarding.</p> <p>Clear understanding of national health policy</p> <p>Significant experience in quality and safety</p> <p>Proven and sustained track record of transformational clinical leadership within a complex health system</p> <p>Track record of delivery of objectives and positive outcomes</p> <p>Ability to develop a culture that empowers frontline staff, devolves decision making to its lowest level, is risk aware and encourages creativity and continuous learning</p>	Interview Assessment process
Skills and Attributes	Ability to present conceptual and complex issues effectively in verbal presentation and written report formats.	Interview

	<p>Significant interpersonal and relationship building skills across a range of professions/sectors and with the ability to operate alone, within a team and in a leadership role; directing and influencing with or without formal power.</p> <p>Experience of working with local/national politicians and national media, particularly in times of crisis.</p> <p>High degree of emotional intelligence, self-awareness and resilience.</p> <p>Excellent leadership and communication skills</p> <p>Demonstrable operational, strategic and business focus</p> <p>Exceptional communication and interpersonal skills</p> <p>Ability to manage complexity and ambiguity whilst under workload and timescale pressures</p> <p>Excellent analytical and information management skills</p> <p>Inspirational leadership style</p> <p>Proactive and self-motivated</p> <p>Results oriented</p> <p>Inclination towards creativity, innovation and change orientated</p> <p>Inclusive and communicative management style</p> <p>Ability to be a full ambassador of the organisation</p>	<p>Assessment process</p>
<p>Other</p>	<p>Ability to meet requirements of CQC Regulation 5: Fit and Proper Persons</p>	<p>Interview Assessment process</p>