



We are
UHMIBT

*Together, we are creating a great place
to be cared for and a great place to work*

**Candidate Information
Chief Nursing Officer**



Are you our next Chief Nursing Officer?

Are you an experienced Nurse leader, who is vibrant, visible, inclusive, and collaborative? If the answer is 'yes' then this could be the executive leadership role for you...

We are a University teaching hospital Trust providing community and hospital services across the Morecambe Bay area – covering one thousand square miles in South Cumbria and North Lancashire. We are seeking an Executive Chief Nursing Officer to play a lead role in ensuring the delivery of the Trust's strategic priorities and that we achieve our goals - to provide the highest possible standards of compassionate care, whilst ensuring the very best patient and colleague experience.

We are looking for an authentic person, who will lead with compassion, curiosity and courage, providing influential executive leadership across our nursing, midwifery and allied health professional workforce. Role modelling our values, you will create followership, and you will visibly demonstrate your ability to work in a high-challenge, high support environment, leading our teams to high performance.

Your experience and innovative thinking around workforce models and different ways of delivering care, combined with experience of working successfully at 'Place' and across an integrated care system, will be essential as we work with partners across the Bay and Lancashire and South Cumbria to improve health equity, services and outcomes for our communities in line with the Governments 10 year health plan for England.

You will be a champion for our learning culture though advocacy for Continued Professional Development, and equal opportunities for career progression for all colleagues of differing clinical backgrounds.

We believe that the NHS workforce is a rich and diverse mix of talented people, and we welcome applications for this position from all nursing specialties and all sections of our community, particularly from under-represented groups, including disabled people and Nurse leaders of BAME backgrounds and those with lived experience that will help us to better understand and deliver for our communities. We also support flexible working and will work with you to meet our needs and yours, whenever possible.

Why Choose Us

Friendly hospitals with a team-based approach to all medical specialities
Flexible working to support colleagues' specialist interests and work/life balance as necessary.
The service is aligned with best practice models of care that are considered "Gold Standard" across the NHS. With strong links between acute, community & social services.

Apply Now

If this is you and you would like to discuss the opportunity further, please arrange a call with Scott McLean, Interim Chief Executive Officer at scott.mclean@mbht.nhs.uk
Closing date: *****



Welcome

The Chief Nursing Officer is a pivotal Executive Board role, providing vision, professional leadership and strategic direction in the delivery of the Trust's ambitions to become a great place to be cared for and a great place to work.

We are an integrated provider of acute and community care services, and we have big ambitions. Our 6000+ colleagues have achieved some incredible things over the last few years with the Trust moving from NOF4 to NOF3 and exiting the national Recovery Support Programme to becoming one of the highest performing trusts in the country and stroke and cancer care, diagnostics, elective recover and access to urgent and emergency care. It's an exciting time to join our team, as we re-imagine services with a focus on the left shift of treatment to prevention, hospital to community and analogue to digital, with a clear focus on sustainability. There is a new clinical service blueprint for Lancashire and South Cumbria that we now need to make a reality, alongside working with place partners to implement innovative neighbourhood programmes to address health inequalities. In April 2025, we launched a new operating model across the Trust with a change from five Care Groups to three Divisions.

There is also significant investment and development across our geography, including the Eden Project North coming Morecambe and the Government's committed investment to the nation's submarine building programme. Barrow Rising brings together industry, education, health, transport, housing and community regeneration to unlock potential and create a once in a generation opportunity for change.

To help us achieve all of this, we're looking for a curious, compassionate and visible leader to join us as our new Chief Nursing Officer. We need someone who enjoys proactively engaging with clinical colleagues and wider teams and has a passion for working with place and system partners to shape clinical services to address health inequalities and sustainability for our communities.

I hope this has given you a flavour of what you could be part of and an appetite to learn more about what the role of Chief Nursing Officer could be at University Hospitals of Morecambe Bay NHS Foundation Trust. If you would like to find out more, I'd be delighted to talk to you.

Scott McLean - Interim Chief Executive Officer



About Our Trust

We are University Hospitals of Morecambe Bay NHS Foundation Trust (UHMBT). Our services span three counties and three councils for a population of circa 323,000 people across a large geographic area, with a varied demography.

We operate from three main hospitals Furness General Hospital (FGH), the Royal Lancaster Infirmary (RLI) and Westmorland General Hospital (WGH) in Kendal, as well as several community healthcare premises, including Millom Hospital and GP practice, Queen Victoria Hospital in Morecambe, and Ulverston Community Health Centre.

All three main hospitals provide a range of planned care, including outpatients, diagnostics, therapies, day case and inpatient surgery. In addition, a range of local outreach services and diagnostics are provided from community facilities across Morecambe Bay.

Our community teams run 25 distinct community services including nursing and therapy services on both a planned and urgent response basis, and 29 community based in-patient beds and 73 virtual beds. Community services are delivered from approximately 20 buildings as well as the patients home.

We are absolutely committed to making the Trust 'a great place to be cared for and a great place to work' through the delivery of the highest possible standards of compassionate care, as well as our research and education strategy to provide the very best patient and staff experience.

Our key values are compassion, dignity, respect and working in partnership with our staff, volunteers and partner organisations.



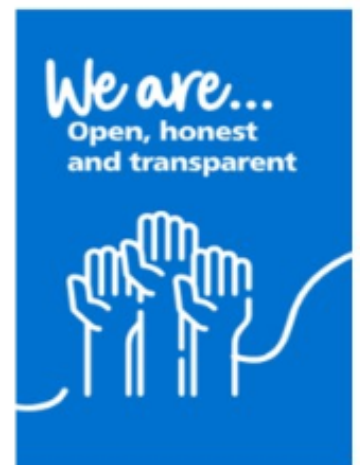
Our Purpose

Our purpose is to deliver compassionate care and the best possible results for the people of Morecambe Bay.

Our Vision

“Creating a great place to be cared for and a great place to work”

Our Values



We will:

- Be kind and caring to each other; our patients, families and our partners
- Consider the feelings of others
- Work together to deliver safe care and a safe working environment
- Be proud of the role we do and how this contributes to safe patient care

We will:

- Show respect to and for everyone
- Act professionally at all times
- Communicate effectively - listen to others and seek clarity when needed
- Value each other and the contribution of everyone

We will:

- Go beyond traditional boundaries; being positively receptive to change and improvement
- Work with colleagues and system partners to improve services for our patients, families and carers
- Support each other to listen, learn and develop
- Collaborate with and empower each other

We will:

- Seek out feedback and act on it
- Take personal responsibility and accountability for our own actions
- Not be afraid to be challenged
- Ensure consistency and fairness in our approach



Our Services



Community

- Operate from 22 sites across Morecambe Bay, delivering healthcare to our patients where they need it
- 25 distinct community services, including nursing and therapy services as well as 29 community-based in-patient beds and 73 virtual beds
- Services provided in people's homes, community centres, clinics, GP practices, community hospitals and our main hospitals
- Services such as community eye care utilising existing services to relieve pressure on waiting lists
- More than 350,000 consultations in the community per year



Hospital

- 2 emergency departments at the Royal Lancaster Infirmary and Furness General Hospital
- Planned outpatients and consultant-led services
- 2 consultant-led maternity units and 1 midwifery led maternity service
- Consolidated day surgery at Westmorland General Hospital
- Urgent treatment centres at Westmorland General Hospital and Queen Victoria Hospital
- 625 patient beds: 334 at the Royal Lancaster Infirmary, 41 at Westmorland General Hospital, 250 at Furness General Hospital and 9 at Millom Hospital

Our Hospitals



Furness General Hospital (FGH)

- General hospital services, with full emergency department, critical / coronary care units and various consultant-led services
- Provides planned care including outpatients, diagnostics, therapies, day case and inpatient surgery

Dalton Lane, Barrow-In-Furness, Cumbria, LA1 4LF



Royal Lancaster Infirmary (RLI)

- General hospital services, with full emergency department, critical / coronary care units and various consultant-led services
- Provides planned care including outpatients, diagnostics, therapies, day case and inpatient surgery

Ashton Road, Lancaster, Lancashire, LA1 4RP



Westmorland General Hospital (WGH)

- Some general hospital services, together with an urgent treatment centre and midwifery-led maternity services
- Provides planned care including outpatients, diagnostics, therapies, day case and inpatient surgery

Burton Road, Kendal, Cumbria, LA9 7RG



Our Community Sites



Millom Hospital

- Nine bed GP / nurse led unit with provides medical, nursing, rehabilitation and end of life care for predominantly sub acute in-patients
- Provides accessible care close to patients' homes and is focused on providing patient centred care tailored to the individuals needs

Lapstone Road, Millom, LA18 4BY



Queen Victoria Hospital

- Provides outpatient appointments including radiology and dietetics

Thornton Road, Morecambe, Lancashire, LA4 5NN



Ulverston Community Health Centre

- Provides outpatient radiology appointments

Stanley Street, Ulverston, LA12 7BT

Our Colleagues

Around 9000 colleagues employed across acute and community services; including bank colleagues

Delivering more than 400,000 consultations and appointments in the community across Morecambe Bay

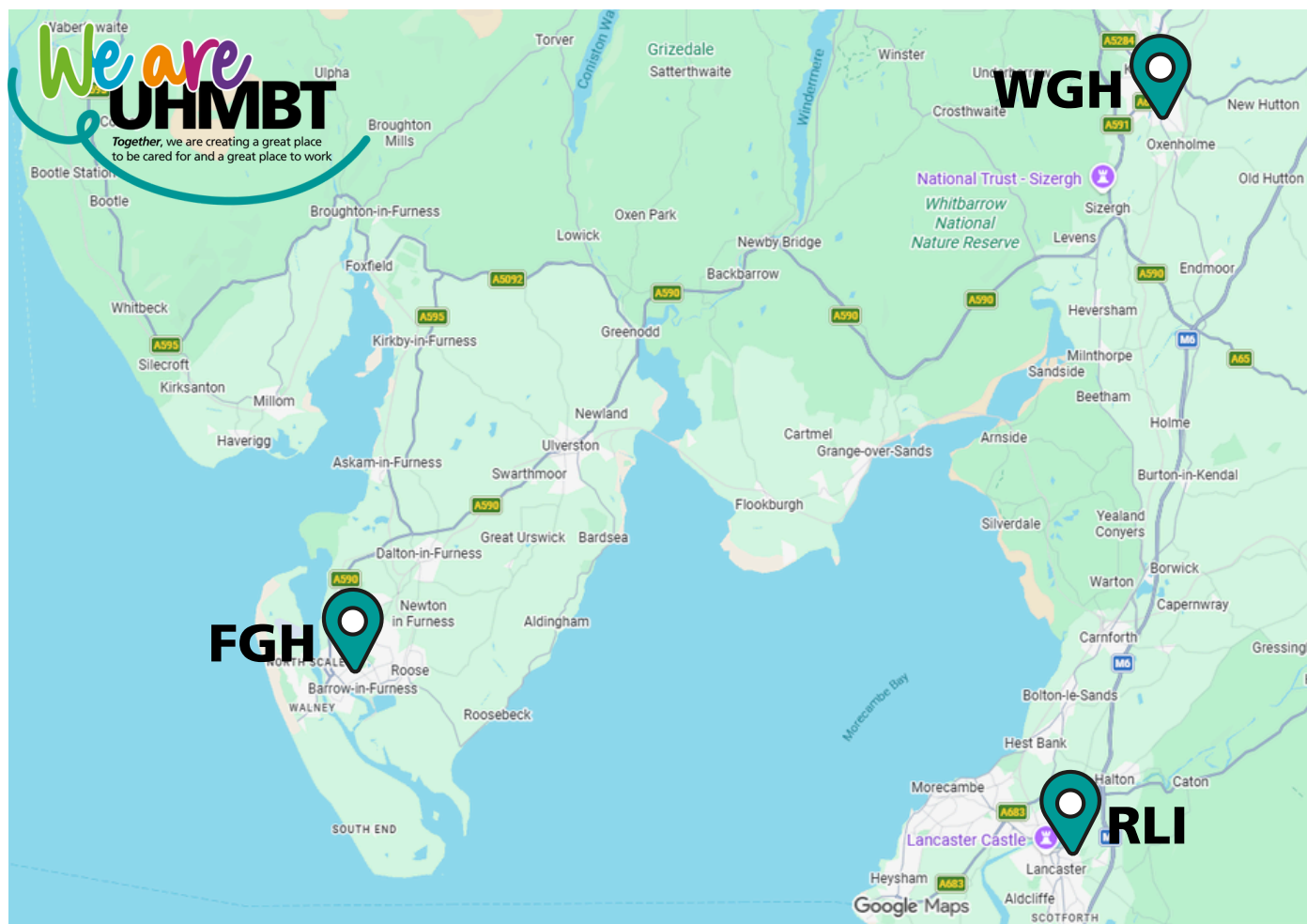
Colleagues provide more than 500,000 outpatient appointments every year

Surgeons carry out almost 20,000 operations every year across Morecambe Bay

More than 650,000 patient meals are prepared every year.



Local Demographics



RLI ←→ FGH

Distance: 45.4 miles
Travel time: approx. 1 hour

FGH ←→ WGH

Distance: 31.6 miles
Travel time: approx. 47 minutes

WGH ←→ RLI

Distance: 20 miles
Travel time: approx. 29 minutes





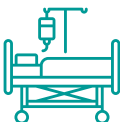

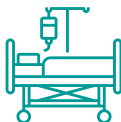





UHMBT covers 1000
square miles



Serves approximately
350,000 people



UHMBT - At a Glance

	UTC Attendees	14,000
	Births	2694
	>0 LoS non elective admissions	29,500
	Antenatal appointments	48,000
	>zero-day non elective admissions	16,000
	Adult OP attendances	510,000+
	Overnight Elective Admissions	5,000
	ED Attendances	102,000
	Community Contacts	430,000
	Children OP attendances	46,000
	Day case admissions	42,000
	Income to the Trust	457m

*Based on 2023/24 data

Job Description

Job Title	Chief Nursing Officer
Band	VSM
Hours	Full time
Division / Directorate	Executive Board
Accountable to	Chief Executive Officer
Direct Reports	
Location	Westmorland General Hospital (but will be required to operate out of all Trust sites)



Job Summary

The Chief Nursing Officer will be a visible, inclusive and collaborative leader, ensuring delivery of the Trust's vision to provide the highest possible standards of compassionate care; the very best patient and colleague experience; and to listen to and involve patients, colleague and carers.

They are the executive lead for quality and safety and will provide strategic advice to the Trust Board on issues relating to patient safety and experience, infection prevention and control, clinical governance and safeguarding. They will provide expert advice to the Board on clinical issues, governance and risks in the context of the Trust's strategic aims and objectives, including opportunities to develop non-medical professional roles and responsibilities

They will provide professional and clinical leadership to all nursing, midwifery, allied health professional and non-medical healthcare professional colleagues across the Trust.

They have primary responsibility for:

- Clinical and professional leadership of nurses, midwives, allied health professionals and other non-medical professional colleagues
- Patient experience, quality and safety
- Patient, service user and carer engagement
- Clinical and governance
- Infection Prevention & Control (as DIPC)
- Safeguarding Children & Adults






Key Duties & Responsibilities


Strategic & Corporate


- To significantly contribute to the delivery of the Trust's vision to provide the highest possible standards of compassionate care; the very best patient and employee experience; and to listen to and involve patients, employees and carers.
- To work proactively and collaboratively with local health and care system partners in the development and delivery of the delivery plans across Lancashire & South Cumbria ICS, in order to deliver more integrated, sustainable, localised health and care services across the geographical area.
- To maintain effective working relationships with all regulators, particularly NHS England & Improvement, the Care Quality Commission, the Nursing & Midwifery Council and the Health & Care Professions Council, to ensure effective regulation and assurance, to ensure regulatory responsibilities are adhered to, and to support the continuous improvement of UHMB.
- To lead the development of the annual Quality & Safety Improvement Plan, and to support the Chief Executive in ensuring its delivery, through efficient and effective quality improvement, governance and performance management frameworks.
- To significantly contribute to the setting and delivery of the Trust's strategic priorities and objectives.
- To support the ongoing development of an organisational culture that effectively engages with colleagues, patients and the wider health and local community to improve clinical, quality and safety outcomes, including both patient and colleague experience.
- To promote the Trust's values (People, Patients, Performance, Progress and Partnerships) through leadership by example, exemplifying the values and behaviour framework that underpins this and ensuring that the Trust is fully inclusive in its approach to citizens, colleagues and other stakeholders.




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- To provide strategic leadership and direction to UHMB, building and maintaining a shared vision of the strategic aims, values and culture of the Trust and establishing clear objectives and priorities to deliver these.
 - To contribute to the development and maintenance of comprehensive assurance systems that effectively deliver clinical and corporate governance through accountability frameworks, ensuring compliance and appropriately managing all risks.
 - To actively promote equality, diversity and inclusion, taking a lead role in developing inclusive services for patients and service users (and carers/relatives), including the provision of executive leadership to a designated inclusion network.
 - To contribute to the Trusts Talent Management and Succession Planning programmes – identifying, supporting and nurturing talent at all levels.
 - To participate in and fulfil the requirements of the Gold on-call arrangements.

Clinical & Professional Leadership

- To act as a role model in the promotion of a culture that is patient and quality/safety focused, where the highest standards of quality care are delivered according to the best available evidence.
 - To lead the development and implementation of the highest standards of care and hold corporate and operational leads of service to account for delivery of these.
 - To provide ultimate professional judgement in relation to all matters relating to nursing, midwifery and non-medical professional issues across the Trust, including fitness to practice referrals to professional bodies e.g., the Nursing and Midwifery Council (NMC) and Health and Care Professions Council (HCPC).
 - To encourage and facilitate collaborative practice across all professions, promote and oversee the maintenance of professional codes of conduct by registered non-medical staff and to encourage and promote adoption of new and extended roles to meet changing service needs.
 - To continuously raise the profile of nurses, midwives and all non-medical professionals within the Trust, regionally and nationally, ensuring that the voice of the professions are recognised as an integral part of clinical leadership of the Trust.
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- To provide highly visible professional leadership to the nursing, midwifery, corporate and clinical governance and non-medical professional workforce, ensuring compliance with regulatory and professional requirements and local policies. To ensure regular reviews of safe-staffing levels across clinical professional groups, including approving decisions on any proposed changes to nursing and midwifery establishments, ensuring that potential impact on patient and colleague safety and well-being are explicitly demonstrated in Care Group plans (including Quality Impact Assessments).

Patient Safety, Quality & Experience

- To provide leadership and support to the corporate and clinical governance teams, ensuring that all regulatory standards are met in line with best practice
 - To work in partnership with the Chief Medical Officer to continuously improve the quality and safety of patient care, supporting the development of services that exceed minimum expectations and outcomes set nationally. To establish and maintain relationships with GPs, commissioners, providers and third sector organisations; in the delivery of existing and new pathways of care in line with the strategic priorities of the Integrated Care System and the place-based partnerships.
 - To set professional standards for delivery of patient care by nurses, midwives and other healthcare professionals, monitoring adherence to clinical policies and procedures at all levels within the organisation including safeguarding and infection prevention and control.
 - To develop and maintain effective systems to determine and disseminate shared learning from incidents and outcomes that are affected by variation in care and outcomes across pathways, ensuring that learning is fully embedded in everyday practice.
 - To lead the ongoing development and implementation of the patient experience strategy, ensuring a cohesive, proactive Trust-wide approach is taken to respond to (and learn improvement from) patient feedback.
 - To ensure close collaboration between the wider aspects of patient/carer/advocate participation, PALS service and complaints management processes within the Trust.
 - To develop and enhance patient experience through delivery of a volunteer service that supports and enhances quality of care for patients and service users.
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Clinical Governance

- To ensure efficient and effective systems and processes for clinical audit, patient experience, patient safety & effectiveness and quality & compliance within the Trust.
- To support the Director of Governance and Assurance on all matters relating to quality governance, ensuring that robust systems and processes are in place to support governance across the organisation and that these are reviewed and developed over time to meet changing needs.
- To provide expert advice, guidance and instruction on quality governance matters to ensure that the organisation minimises risk, meets its statutory requirements and delivers high quality patient care.
- To promote a culture of continuous quality improvement to ensure best practice in the delivery of patient care, ensuring systems support improvements in clinical and non-clinical quality.
- To lead a co-ordinated approach to governance effectiveness and clinical audits to influence improvements in patient care through the development of improved performance and service delivery across the organisation.
- To lead the twice-weekly Executive Review Group, taking responsibility for ensuring themes and learning from incidents are widely disseminated and impact monitored.
- To oversee and uphold best practice principles relating to honesty, duty of candour and openness/transparency.

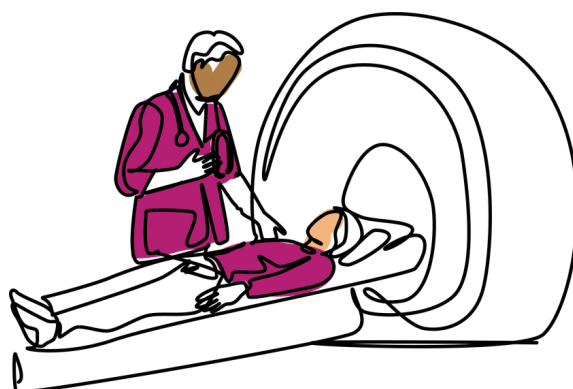


Safeguarding Children & Adults

- To act as the Executive Lead for the safeguarding of adults and children (including learning disabilities and autism), ensuring a strong multi- professional/multi-agency approach and full participation in serious case reviews and compliance with national standards
- To provide leadership and advice to the safeguarding team and ensure delivery of Section 11 audit standards and work-plans
- To ensure that the Trust achieves all statutory requirements in relation to safeguarding
- To advise the Chief Executive and Board of the findings of any local, regional or national reviews that require consideration in relation to Trust working practices

Infection Prevention & Control

- To act as the Director of Infection Prevention & Control, ensuring a strong multi-professional approach is taking to creating and maintain safe clinical and working environments and protocols.
- To provide leadership and advice to the Infection Prevention & Control team and ensure delivery of national and local standards through clear work-plans.
- To ensure that the Trust achieves all statutory requirements in relation to infection prevention and control
- To advise the Chief Executive and Board of any issues, concerns and actions being taken in respect of infection prevention and control matters.





Quality

All colleagues are required to ensure that:

- the patient and customer are always put first.
- in all issues, the patient/customer requirements are met, and all staff contribute fully to achieving the Trust's corporate goals and objectives.
- all staff hold themselves personally responsible for the quality of their work and therefore seek to attain the highest standards achievable within their knowledge, skills and resources available to them in furtherance of the Trust's Vision and in embedding the organisation's Values.

Confidentiality

All colleagues are responsible for ensuring the confidentiality of any information relating to patients and for complying with all the requirements of the Data Protection Act whilst carrying out the duties of the post. Any breaches in confidentiality will be dealt with by the Trust's Disciplinary Procedure and may result in dismissal.

Data Protection / Freedom of Information Acts

All colleagues are expected to carry out any requirements within the duties applicable to the Data Protection Act 1998 and the Freedom of Information Act 2000.

Health and Safety

All colleagues are responsible for ensuring that they carry out the duties of their post in accordance with all appropriate Health and Safety legislation (Health & Safety At Work Act 1974), guidance and procedures and they do not, by any act or omission on their part, create a threat to the Health and Safety of any other person.

Equality and Diversity

All colleagues are to support the Trust's vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply through the implementation of the Trust's Equality and Diversity Strategies and Policies.





Sexual Safety at Work

The Trust has signed the [NHS Sexual Safety Charter](#) aimed to ensure a systematic, zero-tolerance approach to sexual misconduct and violence in the NHS. By signing this charter, the Trust commits to taking and enforcing a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours within the workplace. All colleagues must understand their own responsibilities in relation to standards of behaviour.

Working Time Directive

All colleagues are required to comply with the regulations governing working time and to any locally agreed associated arrangements.

Harassment and Bullying

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias.

External Interests

All colleagues are responsible for ensuring that any external interest they have does not conflict with the duties of their posts and they must disclose the external interest if this is likely to occur, or if they are in any doubt about a possible conflict of interest.

Mandatory Training

All colleagues have a statutory obligation to attend mandatory training. It is the responsibility of each member of staff to ensure that they comply with this legal requirement.



Flexibility

This job description is intended to act as a flexible guide to the duties of the post and therefore will require revision in consultation with the post holder to reflect the changing requirements of the post, to enable the Trust to achieve its corporate goals and objectives.

Smoke-free Policy

In line with the Department of Health guidelines, the Trust operates a strict smoke-free policy.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share its commitment.

Infection Control

The Trust is committed to protecting the health of all staff, patients and visitors. As such all staff are personally responsible for compliance with all relevant infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

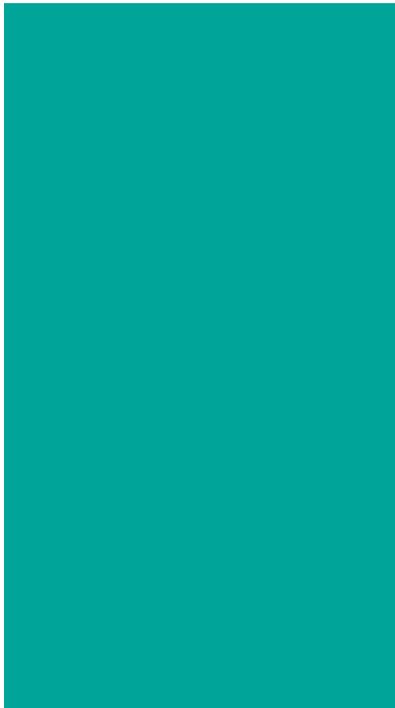


Requirements	Essential	Desirable
<p>Education and Qualifications</p>	<ul style="list-style-type: none"> • Registered Nurse • Recognised Leadership Development intervention (e.g. MBA, Aspirant Directors Programme, Nye Bevan, Ready Now, etc. • Evidence of continuing professional and leadership development 	<ul style="list-style-type: none"> • Masters qualification • Quality & Service Improvement (e.g. LEAN, Six Sigma QSIR)
<p>Experience</p>	<ul style="list-style-type: none"> • Senior nurse and professional leadership experience in a highly complex and challenged organisation • Evidence of successful development, implementation and delivery of a quality and safety strategy • Evidence of effective partnership working with multi-agency stakeholders including commissioners, patients and other health and social care providers • Record of successful delivery against quality improvement targets • Leadership of governance function (or significant elements of them) 	<ul style="list-style-type: none"> • Previous Nurse Director experience in an Acute and/or Community Trust • Previous experience as a DIPC • Previous experience as Board Safeguarding Lead

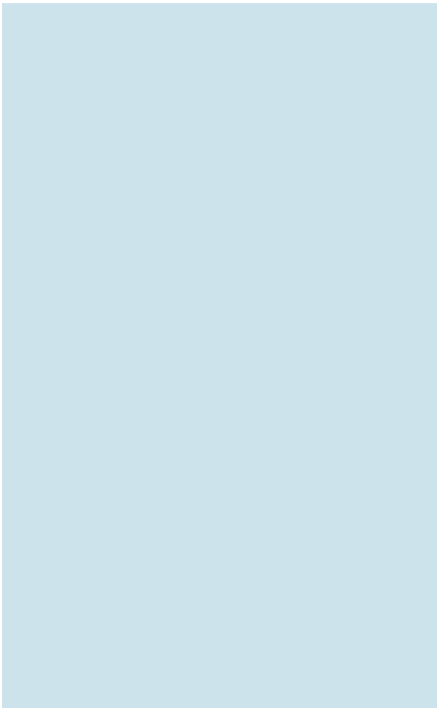


Skills, ability and knowledge

- Highly visible and inclusive leadership style- able to quickly build credibility and followship
- Passionate about quality, safety and patient experience with an ability to inspire others to lead quality improvement
- Demonstrates that patient safety is at the heart of everything they do
- Ability to lead strategic and tactical transformational programmes, deploying proven quality and service improvement methodology
- Ability to build effective relationship and allyships with stakeholders and regulators
- Able to demonstrate strong personal values of integrity, tenacity and compassion
- Proven ability to convert vision into reality, with outcomes embedded long term
- Detailed knowledge and understanding of what outstanding/excellent looks like
- Detailed knowledge and understanding of quality and safety improvement approaches and methods
- Demonstrate ability to build, lead, develop and motivate effective team(s)
- Quality and Service Improvement abilities
- Commitment to public service values
- Proven influencing and negotiation skills, particularly across organisational boundaries and at regional/national levels
- Ability to identify key priorities and achieve effective, timely solutions
- Clear and articulate vision for quality and safety across Morecambe Bay



- Expert knowledge of clinical governance and risk management
- Good understanding of principles of inclusion and diversity (with a strong commitment to delivery)
- Detailed knowledge of regulatory frameworks (i.e. CQC, NHSIE, NMC, HPC, etc), safeguarding and infection prevention control



Personal Qualities

- Ability to travel as required





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Westmorland General Hospital
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The information in this report is correct to the best of our knowledge as of February 2026

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If you would like to receive this information in an alternative format, please contact Trust HQ

