

Chief Nurse

Candidate briefing pack

June 2026



Hunter
Healthcare



Home
Community
Hospital

Welcome from the Chief Executive

Thank you for expressing an interest in the Chief Nurse post at North Cheshire and Mersey NHS Foundation Trust (NCMFT).

Bringing together community and out-of-hospital services (formerly provided by Bridgewater Community Healthcare) with inpatient and elective care (formerly Warrington and Halton Teaching Hospitals), we serve more than one million residents across Warrington, Halton, St Helens and Greater Manchester boroughs.

Services are delivered by our workforce of 6,500 staff, many of whom live in the communities we serve. We have two hospital sites and more than 70 community locations

Warrington Hospital provides emergency care, general medicine, surgery, cardiac care, stroke care, cancer care, maternity, paediatrics, and support services like physiotherapy, pathology, and pharmacy.

Halton Hospital in Runcorn specialises in elective and diagnostic care. It includes the Captain Sir Tom Moore Building and Nightingale Building, offering services including general surgery, urology, cancer care, chemotherapy, and outpatient care. The site is also home to the Delamere Macmillan Unit, Halton Clinical Research Unit, and Runcorn Urgent Treatment Centre.

Community-based services are provided from patients' homes, clinics and health centres across the region. Mobile facilities and virtual appointment options aim to improve access to care and reduce health inequalities.

As a foundation trust we are able to provide greater opportunities for people, patients and staff who have a genuine interest in healthcare services to have more of a say about the way in which they are provided. Our constitution sets out details of how we operate including our Council of Governors and membership constituencies.

We are fully committed to being an equal, diverse and inclusive employer. Our culture and values ensure that everyone is treated with

THE NCMFT FOOTPRINT



dignity and respect, and that no job applicant or employee is disadvantaged at any stage of their employment journey.

We are also proud to be an Armed Forces Friendly organisation and warmly welcome applications from members of the Armed Forces community, including veterans, reservists and their families.

Working at North Cheshire and Mersey means becoming part of a dedicated team of clinical and support staff who are passionate about keeping people well and supporting wellbeing.

If you share our values and are motivated by making a positive difference for our patients, we would be delighted to receive your application; please contact Finn McNulty at our recruitment partners, Hunter Healthcare on 07966 006091 or fmcnulty@hunter-healthcare.com

Nikhil Khashu
Chief Executive
North Cheshire and Mersey
NHS Foundation Trust



Mission, vision and values

Our mission, vision and values are at the heart of North Cheshire and Mersey NHS Foundation Trust (NCM). They underpin everything we do and everything we aspire to be as an organisation.

The appointment of a new Chief Nurse represents an excellent opportunity for the post holder to be instrumental in shaping our future mission and vision.

OUR MISSION

We will be exceptional for our patients, our communities and each other

OUR VISION

We will be a great organisation providing excellent healthcare and opportunities to work and learn

OUR VALUES

- **Kind:** We are caring, supportive and respectful to everyone
- **Open:** We are honest, transparent and open to new ways of working
- **Fair:** We listen, value our differences and are inclusive to all
- **One team:** We work well together and with our communities

To achieve our vision, we believe we need to focus on the Quality of our services, on the People who deliver them and on ensuring our organisation's Sustainability with the wider health economies in which we operate. We call this our QPS framework and we use QPS to shape our future strategy and to help us to deliver our vision and mission.

Our values

Kind

Open

Fair

One team



Our strategic aims

We are focused on delivering safe, compassionate and high-quality care for the communities we serve.

Our three strategic aims, framed around Quality People and Sustainability, centre on improving patient outcomes, reducing health inequalities and ensuring services are responsive, accessible and sustainable.

We are committed to supporting and developing our workforce, strengthening partnerships across health, social care and the voluntary sector, and using innovation and digital technology to improve care and efficiency. By listening to patients, families and staff, we aim to create a culture of continuous improvement, accountability and inclusion, while meeting the changing needs of a diverse population.



QUALITY

We will always put our patients first, delivering safe and effective care and an excellent patient experience



PEOPLE

We will be the best place to work, with a diverse and engaged workforce that is fit for now and the future



SUSTAINABILITY

We will work in partnership with others to achieve social and economic wellbeing in our communities



Living in Cheshire and Merseyside

Cheshire and Merseyside offer an exceptional quality of life, combining vibrant city living with easy access to some of the UK's most beautiful coastlines and countryside. Spanning communities across Cheshire, Merseyside and several Greater Manchester boroughs, the area provides a rich and diverse place to live, work and lead.

Liverpool and Manchester are internationally recognised cultural destinations, renowned for their musical heritage, sporting excellence, world-class universities, thriving arts scenes and rich industrial history. From iconic waterfronts and museums to award-winning theatres, galleries and restaurants, both cities offer an outstanding range of leisure and entertainment opportunities.

Beyond the urban centres, the Cheshire countryside provides picturesque villages, canals, market towns and rolling farmland, while the Merseyside coastline boasts expansive sandy

beaches, dramatic dunes and nature reserves stretching from the Wirral Peninsula to Sefton. Opportunities for walking, cycling, sailing, golf and outdoor recreation are plentiful throughout the region.

Shopping options range from independent boutiques and vibrant local markets to major retail destinations in Liverpool, Manchester and Cheshire Oaks. Families benefit from excellent schools, diverse housing choices and welcoming communities.

Extensive motorway networks, rail services and international airports at Liverpool and Manchester provide easy access across the UK and beyond.

Whether seeking cosmopolitan city life, coastal living or countryside tranquillity, The region offers an enviable lifestyle for senior healthcare leaders and their families.



Equality, diversity and inclusion

Building on our people successes

The Trust has established six staff networks who influence and drive change to improve the experiences of our workforce and patients with specific protected characteristics. They are:

- Multi-Ethnic Staff Network
- PROGRESS LGBTQ+ Staff Network
- Disability Awareness Network
- Armed Forces and Military Veterans
- Women's Staff Network
- Carers Staff Network

The Trust continues to strengthen inclusive leadership and career development through targeted programmes, including leadership development aligned to professional accreditation with the CMI Principles of Management and Leadership and initiatives designed to support under-represented groups to progress and access opportunities.

The award winning 'Your Future Your Way' is an example of our positive action initiatives to reduce the disparities in career progression of people from different protected characteristics. These programmes are informed by national standards such as the Workforce Race Equality Standard and contribute to improved career pathways and representation. In addition, the Trust plays an active role in widening participation through initiatives such as the NHS Health Ambassador programme, supporting engagement with local communities and inspiring future talent into NHS careers.

The Trust's commitment is further demonstrated through a range of national accreditations and charter marks, reflecting a sustained focus on inclusion, accessibility and zero tolerance of discrimination across the organisation. This includes anti-racism, menopause, LGBTQ+, armed forces and military veterans, disability confident leader status and other local accreditations.



Job Description

Job Title:	Chief Nurse
Band:	Very Senior Manager (VSM)
Responsible for:	Deputy Chief Nurse and Director of Clinical Governance Director of Midwifery Associate Chief AHP
Accountable to:	Chief Executive

Role summary

The Chief Nurse is a statutory member of the Foundation Trust Board of Directors, and an Executive Director of the Foundation Trust who will contribute to the strategic leadership and direction of the Foundation Trust.

The Chief Nurse will:

- Provide professional nursing leadership, direction and expert advice to the Executive Team and Trust Board, ensuring that patient outcomes, safety and experience are central to all strategic decisions.
- Lead and inspire nursing, midwifery, allied health professional and scientific staff, fostering a culture of excellence, compassion and continuous improvement in patient care.
- Drive the Trust's quality, safety and productivity agenda, with clear accountability for delivering measurable improvements in patient outcomes and experience.
- Ensure the consistent delivery of high quality, safe, effective and compassionate care for all patients across services.
- Provide visible, credible and accessible executive leadership, championing professional standards and supporting staff to deliver their very best for patients.
- Lead the development of the nursing, midwifery and AHP workforce, ensuring safe and effective staffing models that support high quality care and sustainable services.
- Ensure equality, diversity and inclusion are embedded within patient experience and service delivery, reducing health inequalities and improving access and outcomes for all.
- Act as the Board level Executive lead for Infection Prevention and Control, ensuring robust systems, governance and assurance.
- Ensure compliance with the NMC Code of Professional Practice and Care Quality Commission (CQC) standards, providing assurance to the Board on quality and regulatory risk.
- Maintain robust professional governance arrangements for nursing, midwifery, therapy and scientific staff, ensuring access to high quality professional advice and development.
- Work in partnership with the Medical Director to develop clinical services and patient pathways that meet current and future patient needs, supporting a whole system home, community and hospital approach.
- Play an active role in shaping and delivering the Trust's long term vision, strategy and governance, taking collective responsibility as a Board member.
- Provide assurance that the Trust meets its quality standards and targets, proactively identifying and mitigating risks to patient care.
- Support a commercial and growth focused mindset at Board and organisational level, contributing to the development of new services and sustainable NHS and non NHS income streams.
- Lead the development and implementation of the Trust's nursing, midwifery, AHP, quality and safety strategies, ensuring patient focused delivery and demonstrable improvement in outcomes and experience.

Main tasks and responsibilities

Corporate responsibilities

- Contribute to the Trust's strategic direction and corporate plans, policies and decision-making as a member of the Trust Board.
- Support the Chief Executive in ensuring that the highest standards of corporate governance and personal behaviour are maintained in the organisation.
- Contribute to the successful team working of the Board and Executive Team for example negotiating contracts and SLAs. Working closely with the Chief Operating Officer, Executive Medical Director and Chief Finance Officer.
- Support the Executive Medical Director and Chief Operating Officer in the delivery of safe and effective care, focusing on high quality patient outcomes and experience.
- Monitor and manage delivery against directorate budget including waste reduction plans.
- To ensure visibility through regular ward and department site visits.
- Participate in the Executive Directors on call rota.
- Contribute to the agendas of, support and attend the Trust Board and all board sub committees, namely Audit Committee, Finance and Sustainability Committee, Quality Assurance Committee and Strategic People Committee.

Professional leadership

- Provide highly visible and inspiring nursing leadership for Nursing, Midwifery and Allied Health Professionals staff throughout the Trust, championing a professional and open culture which empowers staff to consistently deliver high quality, safe health care, acting as a role model for the behaviours and high professional standards expected.

- Provide strong and effective Nursing, Midwifery/ Allied Health Professionals input to the development and implementation of the Trust strategic direction.
- Provide professional Nursing and Midwifery leadership and advice to inform corporate decisions and ensure that the views of nurses, Midwives/ Allied Health Professionals, are available to the Trust Board.
- Champion the need for continuous improvement and excellence in Nursing/ Allied Health Professionals, Midwifery services, leading on the development and implementation of a Nursing and Midwifery strategy which represents the best of Nursing and Midwifery practice consistently implemented in the interest of high quality patient outcomes and experience.
- Ensure the maintenance of professional standards of care in line with the Nursing and Midwifery (NMC) Code of Professional Practice, and through changes to midwifery supervision.
- Work collaboratively with the Executive Medical Director and Chief Operating Officer to develop a culture of high quality, safe healthcare to underpin the Trust's long term quality plan and strategies.
- To be the lead Executive Director for the Safeguarding agenda.
- To be the lead Director for Clinical Governance, Quality and Care Quality Commission.
- To be the lead Executive Director for Infection Prevention and Control and the Director of Infection Prevention and Control DIPIC).
- To develop and maintain effective professional communications and networks within the Trust, local communities and at a local level with key stakeholders.

Quality, safety and experience

- To be the lead Executive Director for Clinical Governance, quality agenda and CQC plans.
- 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 to support high quality patient outcomes.
- 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 ensure that the standards of nursing and midwifery care deliver high quality, safe healthcare to every patient every time.
- Oversee a programme of improvement for patient safety and provide assurance on delivery.
- Implement and maintain a real time patient feedback system to ensure timely, accurate information can be used to improve services and outcomes for patients.
- Ensure that patients are fully and effectively involved and engaged at all levels of care delivery within the Trust.
- Work in partnership with the Executive Medical Director to ensure integrated working and learning from complaints, incidents and claims.
- Lead the provision of services for effective management of patient complaints and ensure that public and patients' perceptions are used to improve services.
- Ensure national and regional priorities are referenced in the Trust Quality Strategy.
- Be responsible for the risk management strategy and risk management frameworks including incident reporting and serious incident management in quality alliance.

Quality assurance

- Provide highly visible leadership and assurance to the implementation of the Trust Quality Agenda.
- Provide expert nursing and midwifery advice and opinion to members of the Trust's risk management team.
- Act as the Trust's lead in the development of nursing and midwifery professional practice, standards and safety.
- Visibly promote and support patient care improvement through the implementation and audit of the Trust's Quality Strategy.

Education, training and research

- Develop strong links with providers of education and professional bodies to ensure appropriate integration between service and training needs.
- Actively promote nursing research, the development and utilisation of evidence-based practice and the use of practice/service evaluation to improve patient outcomes and experience.
- Ensure effective collaboration with both Commissioners and providers of education.

Workforce

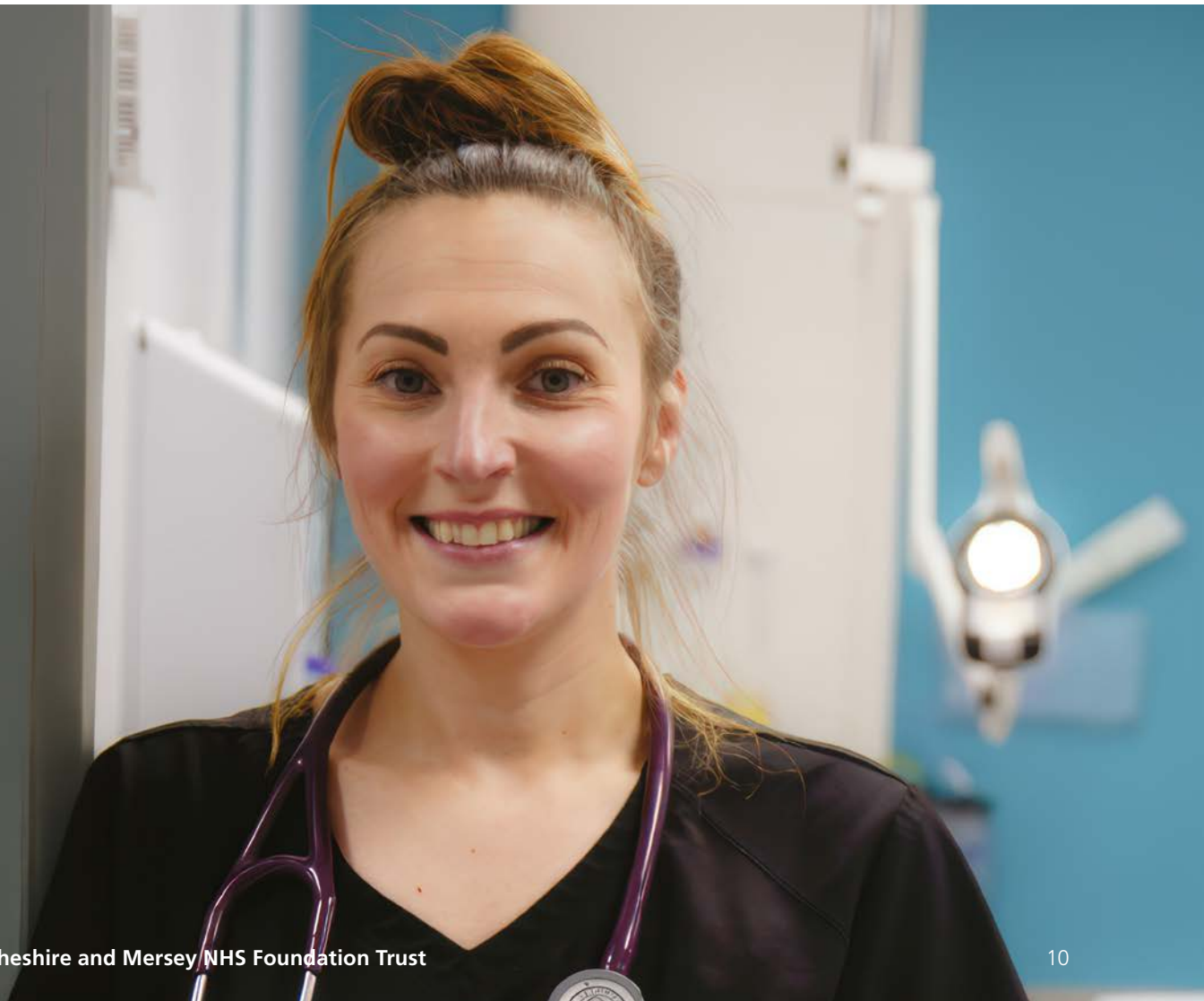
- To advise the Board of Directors on all issues relating to the establishment, employment, development and professional leadership of the nursing, midwifery and AHP workforce.
- To ensure leadership of effective strategies for education, training, research and development for the nursing, midwifery and AHP workforce.
- To develop and maintain effective links with education providers to ensure appropriate development of pre-registration and post registration students.
- To provide leadership on the implementation of the National Quality Board requirements for safe nurse staffing and to develop and implement systems to ensure productivity and value for money in relation to the nursing/ midwifery service.

- To develop recruitment and retention strategies in partnership with the Chief People Officer which enhance job satisfaction and provide career development.
- Champion productivity improvements in the nursing, midwifery and Allied Health Professional workforce.
- Provide leadership to develop and implement nursing, midwifery and Allied Health Professional workforce modernisation, supporting and encouraging innovation in practice and the way services are delivered.
- Ensure that effective infrastructure and systems are in place to support continuing Professional Development.
- Lead an annual review of ward and department nursing, midwifery and Allied Health Professionals staffing levels through the use of national recognised tools and patient acuity/dependency.

Personal

- To maintain one's own professional regulation, conduct and standards in line with the Nursing and Midwifery Council (NMC).
- Undertake continued professional development to maintain and develop management and leadership competencies and standards required for professional revalidation.
- Participate in the Trusts mandatory training and appraisal programme.

This job description outlines the current main responsibilities of the post. However, the duties of the post may change and develop over time, and this job description may, therefore be amended in consultation with the post holder.



Trust policies and procedures

The post holder is required to comply with Trust Policies, Procedures and Standards at all times.

Confidentiality: The post holder is required to maintain the confidentiality of information regarding patients, staff and other health service business in accordance with the Caldicott Guidelines and Data Protection Act and Children's Act and all other relevant legislation as appropriate.

Risk management: All staff have a responsibility to report any risks and clinical and non-clinical accidents and incidents promptly and co-operate with any investigations undertaken.

Health and safety: All staff must be aware of their responsibilities under the Health and Safety at Work Act 1974 and must ensure that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

Equal opportunities: The trust is positively committed to the promotion and management of diversity and equality of opportunity.

Conflicts of interest: The Trust is responsible for ensuring the service provided for patients in its care meets the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust standing orders require employees to declare any interest, direct or indirect, with contracts involving the Local Health Community. Staff are not allowed to further their private interests in the course of their NHS duties.

Appraisal and statutory training: All newly appointed staff will receive an initial appraisal within 6 months of commencing in the post. Thereafter, appraisals will be conducted on an annual basis. The post holder will undertake all statutory and mandatory training as deemed necessary by the Trust.

Safeguarding statement: Warrington and Halton Hospital NHS Foundation Trust is fully committed to safeguarding the welfare of all children and young people, and vulnerable adults by taking all reasonable steps to protect them from harm.

All staff will receive appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out

Infection prevention and control: The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff.

It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies.

The Health and Social Care Act 2008 (updated 2010), establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections.

It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

Managers, Heads of Departments, Matrons and other Clinical Leaders are responsible for ensuring that:

- The necessary equipment and mechanisms are in place to support infection prevention.
- Health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI.

ADDITIONAL INFORMATION

This post will be subject to an enhanced disclosure check with the Disclosure and Barring Service. For more information regarding the DBS please access the following web site: www.gov.uk/disclosure-barring-service-check

This job description will be reviewed during the annual appraisal. The employee shares with the employer responsibility to suggest alterations to the scope of duties to improve the working situation and to adapt to change and facilitate service improvement.

Any changes to this role specification will be made in consultation with the post holder.

Person specification

Experience	
ESSENTIAL	
<ul style="list-style-type: none"> • Minimum of 5 years' senior management experience at sub-Board level. 	S
<ul style="list-style-type: none"> • Experienced, compassionate, and inclusive leader with significant operational experience and responsibility for meeting a wide range of services and standards. 	AC
<ul style="list-style-type: none"> • Proven track record of interpreting and implementing national policy and strategy. 	S
<ul style="list-style-type: none"> • Extensive senior operational experience with demonstrable achievements in an acute sector. 	S
<ul style="list-style-type: none"> • Broad ranging experience in different clinical services. 	S
<ul style="list-style-type: none"> • Leading a professional team in the design implementation and delivery of quality services across multidisciplinary teams. 	S
<ul style="list-style-type: none"> • Design and implementation of quality and safety standards. 	AC
<ul style="list-style-type: none"> • Work with and represent the Trust at external meetings / agencies. 	S
<ul style="list-style-type: none"> • Extensive experience of working within CQC and professional regulatory regimes. 	S
<ul style="list-style-type: none"> • Extensive experience of working collaboratively with partners including NHSE and ICBs, across a healthcare system, to develop services which improve the patient experience. 	S
<ul style="list-style-type: none"> • Proven success in leading transformation of services and change programmes including service improvement and cultural change. 	S
<ul style="list-style-type: none"> • Demonstrable track record of achievement in the quality and patient safety agenda. 	S
DESIRABLE	
<ul style="list-style-type: none"> • Representing the profession at Board level. 	S
<ul style="list-style-type: none"> • Experience of working in, developing, or managing community services. 	S
Qualifications	
<ul style="list-style-type: none"> • First level Registered Nurse (RN). 	S
<ul style="list-style-type: none"> • Masters level degree or equivalent level of experience. 	S

Skills, knowledge and competencies

• Excellent interpersonal skills and significant personal credibility.	AC
• Committed to a culture of continuous improvement and learning.	AC
• Demonstrate commitment to promoting and celebrating equality and diversity in the workplace and in service delivery.	AC
• Facilitative, collaborative and inclusive management style.	AC
• Track record of building high performing, cohesive teams and inspiring others to achieve excellence.	AC
• Resilient and determined to overcome challenges, recover from setback and demonstrate persistence to deliver strategic objectives.	AC
• Strategic thinker with highly developed influencing, persuasion and negotiating skills and using them to bring about positive change and develop services, standards, and systems.	AC
• Up to date knowledge of NHS policy and the broader strategic agenda.	AC
• Up to date knowledge of current and future nursing and health care practices.	AC
• Ability to understand and develop policy frameworks.	AC
• Evidence of collaborative working with emphasis on empowerment and partnership working.	AC
• Commitment to the health, safety and wellbeing of staff and patients.	AC
• Excellent organisational and time management skills.	AC
• Resilient under pressure and calm in a crisis.	AC

Specific job requirements

• Access to 24-hour transportation and work across multiple sites.	S
• Ability to participate in the Executive on-call rota.	S
• Upholds the Trust's Values and Behaviours in all aspects of their work.	AC



How to apply

The closing date for applications is **Wednesday 1 July 2026**.

To apply for this post, you are asked to complete the short application form **and** submit your **CV with a supporting statement**. You are able to upload **one** document and therefore you are asked to send a combined CV and supporting statement – your supporting statement should be a maximum of two sides of A4. The supporting statement should clearly outline your suitability against the essential criteria in the person specification with an explanation as to why the role is of interest and relevant to you.

You should also give names, positions, organisations and telephone contact numbers for at least two referees, one of whom should be your current/most recent employer. If you specifically do not wish referees to be approached without your permission, please indicate this clearly.

Shortlisted candidates will be invited to a full assessment and interview day where they will participate in focus groups and a formal panel interview.

All applications will be acknowledged.

For an informal conversation about the post please contact Finn McNulty at our recruitment partners, Hunter Healthcare by email: fmcnulty@hunter-healthcare.com or phone: **07966 006091**

KEY DATES

Application closing date	1 July 2026
Shortlisting	w/c 6 or 13 July 2026
Interviews	w/c 27 July 2026





**Home
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Floor 2, Berkshire House
168-173 High Holborn, London WC1V 7AA

T: 020 7935 4570
E: enquiries@hunter-healthcare.com