

Job Title:	Advanced Nurse Prescriber – Developmental Paediatrics
Reports to (job title):	Consultant Clinical Lead
Line Manager to:	N/A

Job purpose

The postholder will play a pivotal role in delivering high-quality, family-centered care within the Developmental Paediatrics team, supporting children and young people with complex developmental needs and their families. As a Nurse Prescriber, the postholder will lead in the assessment, diagnosis, and management of developmental conditions, ensuring timely and evidence-based interventions.

The role involves prescribing appropriate medications and treatments within the scope of practice, contributing to multidisciplinary care plans, and collaborating with colleagues across health, education, and social care settings. The postholder will provide expert clinical leadership, act as a resource for junior staff, and support service development to enhance outcomes for children with developmental challenges.

This position requires advanced clinical expertise, a commitment to continuous professional development, and the ability to foster a compassionate and inclusive environment for children, families, and team members.

Base

Your clinical work will be undertaken in one of the four quadrants of Surrey, with exact locations to be confirmed according to availability and your preferences. The possibility of negotiating a different base and clinical patch Surrey may be considered.

HCRG Care Group is a flexible-first employer, whilst you will have an office base, our teams are agile and work in flexible/hybrid arrangements.

Key responsibilities

- Conduct detailed assessments of children with developmental and neurodevelopmental conditions, gathering information from families, schools, and other professionals to inform care planning.
- Prescribe medications appropriately and safely within the scope of practice, adhering to legal and regulatory frameworks, and ensure robust monitoring of medication efficacy and side effects.
- Provide education and advice to families regarding prescribed medications, including their purpose, potential side effects, and expected outcomes.

- Use advanced clinical knowledge to formulate accurate diagnoses and provide evidence-based management strategies for a range of developmental conditions, including ADHD, autism spectrum disorders, and learning disabilities.
- Collaborate with children, families, and the multidisciplinary team to create personalised care plans that address developmental, medical, and psychosocial needs.
- Communicate complex clinical information effectively to children, families, and other professionals, ensuring that families understand and are involved in decisions about their child’s care.
- Act as an advocate for children and young people, ensuring their needs and preferences are central to all care and intervention decisions.
- Address the physical, emotional, and social aspects of developmental conditions, providing tailored advice and signposting to appropriate support services.
- Identify and manage safeguarding concerns, escalating cases appropriately, and contribute to multi-agency safeguarding plans as required.
- Conduct risk assessments for children and young people, ensuring safety and well-being are prioritised.
- Provide families with clear, empathetic guidance on their child’s condition, treatment options, and ways to support development at home and in school settings.
- Maintain accurate and up-to-date clinical records in line with professional standards and organisational policies, ensuring all prescribing decisions are documented clearly.
- Stay up-to-date with current prescribing practices, emerging evidence in developmental paediatrics, and relevant guidelines, ensuring high standards of clinical care.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don’t translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there’s only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Registration with the Nursing and Midwifery Council (NMC) as a Child or Adult Nurse.
- V300 Non-Medical Prescriber qualification with experience in prescribing and monitoring treatments for children and young people.
- Master's degree (or equivalent qualification) in Advanced Clinical Practice, Child Health, or a related field.
- Significant experience working with children and young people with developmental and neurodevelopmental conditions, such as ADHD, autism spectrum disorders, or learning disabilities.
- Proficient in conducting developmental assessments, formulating diagnoses, and managing complex cases using evidence-based interventions.
- Strong understanding of safeguarding principles with practical experience in managing child protection cases.
- Proven ability to work effectively within multidisciplinary teams and communicate complex information clearly to families and professionals.
- Access to a reliable vehicle, insured for business use.

Desirable

- Demonstrates alignment with HCRG Care Group's commitment to improving patient outcomes through innovation and efficiency. By developing or enhancing services, the postholder ensures children and families receive timely, high-quality care tailored to their needs.
- In-depth understanding of national policies and guidelines, such as NICE guidance for developmental disorders, SEND frameworks, or local commissioning priorities.
- Additional training in tools and assessments for neurodevelopmental disorders, such as ADOS-2, Conners' Rating Scales, or similar diagnostic frameworks.
- Reflects HCRG Care Group's ethos of delivering care that is person-centered and compliant with national standards. A strong understanding of relevant policies ensures the provision of safe, effective, and integrated care for children with developmental challenges.