

Job Title: Head of Nursing

Location: Operose Health

Reports to: Director of Quality Assurance

Direct Reports: Senior Nurse Managers and Safeguarding Lead

Position Type: Full-time

Job Summary:

As the Head of Nursing you will play a pivotal role in shaping and overseeing the strategic direction of nursing across Operose Health. You will be responsible for leading the nursing team, ensuring the delivery of high-quality patient care, and maintaining compliance with regulatory standards. This position will report directly to the Director of Quality Assurance and will have senior professionals reporting to them.

This is an exciting opportunity to be a strategic presence within the organisation and contribute to the continuous improvement of clinical quality, patient safety, nursing staff development and the overall operational effectiveness of Operose Health.

Key Responsibilities:

- **Leadership & Strategy:**

- Provide visionary leadership to the nursing team, ensuring alignment with the organisation's purpose, values and ambition.
- Serve as a member at operations board by invite, providing expert insight and guidance on nursing practices, deliverables, patient care strategies, and priorities.
- Ensure the development and execution of the nursing teams strategic plans, ensuring high standards of care are met.
- Lead on organisational planning for successful delivery of key public health campaigns such as Flu, RSV, QOF, childhood Imms etc. and monitor nursing performance indicators and lead improvement strategies where needed.
- Oversee attraction, retention, training, mentoring, and performance evaluation of nursing staff.

- **Operational Oversight:**

- Work collaboratively with operations, ensuring effective staffing, resource allocation, and care delivery across all services.
- Ensure the integration of nursing services with clinical and operational areas of the organisation to optimise patient outcomes and operational efficiency.

- **Quality & Compliance:**

- Work closely with the Director of Quality Assurance to maintain and improve quality standards across the organisation, ensuring compliance with all relevant regulations,

standards, and best practices including CQC preparation with evidence-based measures of compliance.

- Ensure Nursing policies and practices comply with national healthcare standards, ethical guidelines, and safeguarding regulations.
- Lead on patient safety initiatives, and work to reduce clinical risks and incidents.
- Ensure the strategy is visible within the operational environment and key stakeholders engaged.
- **Team Leadership & Development:**
 - Lead and mentor a team of senior nurses ensuring a high-performance culture focused on excellence in patient care.
 - Provide guidance and support in clinical decision-making, professional development, and performance evaluations for senior nursing staff.
 - Foster a culture of continuous learning and professional development among the team.
- **Safeguarding:**
 - Act and support our safeguarding lead and champions, ensuring robust safeguarding protocols are in place and adhered to across the organisation services.
 - Collaborate with the safeguarding team to ensure patients' safety and well-being are prioritised and protected.
- **Stakeholder Engagement:**
 - Engage with key internal and external stakeholders, including senior management, clinical teams, regulatory bodies, and patient advocacy groups, to drive improvements in patient care and nursing.
 - Provide regular reports to the assurance committees and Operations Board meetings and other senior leadership on performance, challenges, and opportunities.

Qualifications & Experience:

- Registered Nurse (RN) with current licensure and advanced nursing qualifications or equivalent.
- At least 5-7 years of progressive leadership experience in a healthcare setting, including at least 3 years in a senior leadership role.
- Strong knowledge of clinical practices, nursing standards, healthcare regulations, and patient safety principles.
- Proven ability to lead and manage teams effectively in a complex healthcare environment.
- Experience with quality assurance processes and a demonstrated commitment to continuous improvement in and patient care.

- Familiarity with safeguarding and IPC regulations and experience implementing policies within a healthcare organisation.

Skills & Competencies:

- Exceptional leadership, communication, and interpersonal skills.
- Strong strategic thinking and problem-solving abilities.
- Ability to work collaboratively with multidisciplinary teams.
- Excellent organisational and time-management skills, with a strong focus on operational efficiency and quality care.
- Deep understanding of healthcare quality standards, patient safety, and risk management.
- Influential skills to promote excellence in healthcare services

Benefits:

- Competitive salary and benefits package
- Opportunities for professional development and career progression e.g. Apprenticeship Programs
- Collaborative, supportive work environment
- Contribution to the strategic direction of a respected healthcare provider