

Job Title:	Resourcing Advisor
Reports to (job title):	Recruitment Lead
Line Manager to:	N/A

## Job purpose

To support the recruitment of high calibre talent into HCRG Care Group through effective resourcing solutions and interventions.

## Key responsibilities

- Ensure recruitment policies, practices and procedures are clearly communicated and understood within aligned Business Unit
- Support key stakeholders and the People and Service Business Partner to deliver the recruitment strategy within aligned Business Unit
- Proactively source alternative recruitment solutions for hard to fill and critical recruitment areas in the business units
- Utilise work force planning data, such as the establishment management, to create resourcing approaches and strategy
- Research and understand market insights within Health Care to make informed decisions about resourcing initiatives and incentives
- Understand and implement internal and external talent management and advise managers of the platforms of resource
- Design assessment and selection processes including interview best practice, open days and assessment centres
- Provide best practice advice within fair recruitment, taking account of gender, cultural differences, diversity and fair access of opportunities for all
- Provide advice and guidance on the difference sourcing channels for different role
- Create social media content to advertise business units vacancies and opportunities
- Design recruitment campaigns with external marketing agencies; managing the performance and the KPIs of the campaign
- Understand VISA and sponsorship process for international recruitment strategies

- Partner with education providers to create employability programs and student learner programs with support from our Training and Development department
- Design and delivery of recruitment training modules to managers
- Manage recruitment agency relationships by negotiating terms and conditions and managing the recruitment service provided
- Use recruitment metrics and relevant data to provide recruitment reports and insights to the Senior Recruitment Advisor, People and Service Business Partners and the Managing Directors
- Lead on mobilisations with appropriate support from Senior Recruitment Advisor
- Understand jurisdictional employment law, regulations and policy that affects resourcing, assessment and exits
- Understand reward framework; different employment types of terms and conditions and bank to be able to advise key stakeholders and management
- Organisational understanding of pre-employment and contractual checks and requirements, supporting with the critical hires when required
- Develop understanding of all services within the business unit and understand wider services provided by other business units within Virgin Care
- Regularly contribute to team meetings and deep dive meetings and proactively challenge the ways of working in the team and encourage continuous improvement of recruitment strategy.

## 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

- Inspire • Challenge •
- Understand • Improve •
- Communicate • Learn •

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

- Experience of building key relationships with external and internal stakeholders
- Excellent communication and interpersonal skills, both written and verbal, confident in dealing with a range of business users via multiple communication
- Understand how to work effectively in a team to deliver
- Understand how to handle, resolve and escalate enquiries; passing on information promptly
- Understand equal, fair and inclusive recruitment practices

### Desirable

- Health or Social care recruitment experience
- Up-to-date experience of market mapping, talent pooling or head hunting
- Knowledge of VISA and sponsorship process.

- Experience in a recruitment role, either agency or in-house
- Experience of implementing established and alternative recruitment solutions

Employee signature

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Manager signature

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