

Job Title:	Deputy Director – Nursing (BSW)
Reports to (job title):	Chief Nursing Officer

Job purpose

The postholder is the senior clinical leader in BSW responsible for strengthening visible, credible and outcome focused clinical leadership across BSW. Ensuring strong clinical leadership across our services in the Business Unit, providing visible leadership presence with direct engagement with frontline colleagues and ensuring active clinical involvement of clinicians through professional forums

The Deputy Director - Nursing will be a core member of the BSW Senior Leadership Team and will operate as a strategic partner to the Chief Nursing Officer and Regional Director

Base

The postholder will be based in BSW, exact location to be confirmed. **On-site** presence across our services will be expected

This post is responsible for

Visible Clinical Leadership & Professional Voice

- Providing visible and accessible clinical leadership across all BSW services, with a clear programme of site/ service visits and colleague engagement.
- Leading the professional nursing and AHP voice in BSW, ensuring colleagues are empowered, heard and actively engaged in shaping safe and effective practice.
- Chairing or co-chairing relevant clinical and professional forums within BSW.
- Representing BSW as a senior clinical leader at organisational, system and national forums.
- Leads and sets expectations for clinical leadership behaviours across BSW.

Clinical Governance and Measurable Outcome Improvement

- Working with the BSW quality team to oversee the implementation of HCRG Care Group clinical governance framework across BSW, ensuring compliance with organisational policies, CQC requirements and statutory/regulatory standards.
- Ensuring all Internal Service Reviews are completed to a high standard, with clear, time-bound action plans.
- Approving clinical elements of action plans and ensuring follow-through to completion.
- Providing written assurance to the CNO and Regional Director on clinical risk, quality concerns and readiness for inspection.
- Leading the learning agenda when things go wrong and ensuring robust mechanisms for improvement.
- Coach registered Managers in fulfilling their obligations and will provide an assurance function around CQC inspection, ensuring that our operational teams follow our processes to achieve a 'Good' or 'Outstanding' rating and learning from inspections

Clinical Leadership in Transformation, Standardisation and Service Redesign

- Leading clinical involvement and engagement in all change programmes, service redesign and transformation activity across BSW.
- Accountable for leading key clinical transformation projects across BSW including the implementation of ETOC, delivery of PNA and restorative supervision, and other priority programmes - ensuring strong involvement from both operational and clinical colleagues and will provide clinical decision-making and assurance throughout delivery.
- Signing off all EQIAs, QIAs and clinical validations prior to implementation.
- Approving clinical workforce model changes in partnership with the Clinical OD Manager, Finance and Operations.
- Providing clinical leadership and decision-making through transformational programmes including workforce redesign, new models of care and standardisation of practice
- Accountable for leading Research Governance for BSW, ensuring compliance with national and organisational research standards.
- Represents BSW at the HCRG Care Group Research Governance Committee and holds delegated authority for research approvals within BSW.
- Provide written assurance to the **Chief Nursing Officer** and **Regional Director** on clinical risk before implementation
- Champion models and ways of working and support on change from old to new models, including the standardisation of practice across the BSW business unit

Workforce Sustainability and Safe Staffing

- Leading the safe staffing approach for BSW, ensuring staffing models meet contractual, professional and safety standards.
- Approving clinical establishment reviews and ensuring staffing decisions are informed by recognised safe staffing models and professional judgement, taking into account acuity, dependancy, clinical outcomes, incidents, affordability and colleague feedback.
- Ensuring compliance with national workforce standards and local requirements for training and development.
- Overseeing implementation and safe deployment of ACP, Consultant Practitioner and advanced practice roles.
- Partner with The Learning Enterprise to ensure access to necessary training and ensure appropriate governance of ACP and Consultant Practitioner roles

Professional and Talent Development

- Leading the professional nursing and AHP workforce agenda for BSW, including education, competence, professional development and pathways.
- Ensuring alignment with organisational standards for professional practice and revalidation.
- Leading the local talent strategy to ensure strong pipelines for future clinical leaders and hard-to-recruit roles.
- Approval of professional development priorities and the deployment of clinical leadership programmes in BSW.
- Accountable for working with the Chief Nursing Officer and Head AHP to ensure clinicians across BSW are fully engaged in the Striving For Better networks. This includes enabling clinicians to contribute to practice development, share learning and act as expert resources within the service.

Regulatory and System Leadership

- Supporting the Chief Nursing Officer in discharging responsibilities for Infection Prevention and Control and Safeguarding.
- Ensuring BSW services meet all regulatory, statutory and contractual clinical requirements.
- Leading or overseeing investigations into poor professional performance and significant incidents where appropriate.
- Providing clinical leadership at system-level forums across the South West.

Colleague Experience, Culture and Values

- Leading the delivery of a culture where colleagues feel valued, involved and proud of the care we provide.
- Modelling and promoting our values of Care, Think and Do.
- Ensuring colleagues are recognised and celebrated for exceptional practice.
- Driving improvements in colleague experience, engagement and retention within clinical teams.

As a registered professional, you will be accountable for your own practice and conduct in the role.

Proposed job plan



Job Description

Core hours will be Monday – Friday 9-5. Flexibility will be expected to ensure visibility to clinical teams working outside these hours

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

- Registered Nurse
- Educated to Masters Level
- Strong technical capability but above all a deep and proven level of operational and clinical experience in a complex and diverse healthcare setting.
- Broad commercial experience with strong knowledge of operations in high volume, low margin and multiple complex contract-based segments.
- Natural and inspirational leader with gravitas and charisma - able to build capable teams through a clear and articulated vision, experienced in effective hiring, development and retention of great people.
- Be a trusted advisor to the CNO, providing confidence in matters of operational and regulatory compliance using a highly challenging yet highly supportive leadership approach.
- Understanding of negotiating, influencing and working in partnership with other complex partner organisations such as the NHS, central government or local authorities.
- Comfortable dealing with high levels of ambiguity, making decisions surrounded by change and competing priorities and stakeholder needs.
- Experienced in leading change, service development, clinical pathway development and alignment whilst championing clinical voice and demonstrating an inclusive and engaging approach

Desirable

- Experience outside an NHS provider to give a broader, commercial perspective.