

# Recruitment information pack



**FAST FORWARD YOU CAREER**

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD-LEADING EXPERTS



**DELIVER INNOVATIVE PATIENT CARE**

ACCESS PERSONALISED CAREER DEVELOPMENT

BE PART OF A SPECIALIST AND DYNAMIC NURSING TEAM



# WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focused on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

# OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

# OUR HOSPITALS

## Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

### **Charing Cross Hospital, Hammersmith.**

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for

neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

### **Hammersmith Hospital, Acton**

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

### **Queen Charlotte's & Chelsea Hospital, Acton**

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

### **St Mary's Hospital, Paddington**

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

### **Western Eye, Marylebone**

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

## **WHY JOIN US?**

### **Reach your potential through outstanding learning and development opportunities**

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

### **Experience the rich heritage of hospitals that have made history**

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

### **Draw on huge expertise as part of a strong international community**

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the

### **Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

### **Feel supported by a positive culture**

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

### **Recognition and career progression**

We value our staff and recognise the unique contributions they make to their patients and colleagues with our [Make a Difference](#) recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

### **Conduct research here**

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

### **Access brilliant benefits and enjoy a new social life**

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

# JOB DESCRIPTION

Job title	Clinical Nurse Specialist Immune haematology
Band	Band 7
Directorate/ department	Haematology
Division	Surgery, Cancer and Cardiovascular
Location of work	Trust wide
Hours	37.5
Reports to	Lead CNS/ Team lead
Accountable to	Haematology lead nurse and head of specialty

Imperial college Healthcare Immune haematology service caters for a wider sector in North West London and in the region. The service is one of the largest of its kind in the country with paediatric, transition and adult services. The centre is pioneering in this field and works collaboratively with non-malignant clinical trials unit.

## 1. Job purpose

### Clinical Nurse Specialist

- A clinical nurse specialist (CNS) is a registered nurse with relevant experience and post-registration education for working at an enhanced level within a specific area of practice. They assess, manage, deliver care, advise on, and support patients.
- CNSs have the autonomy to act and accept responsibility and accountability for their actions, acting as a skilled advisor for patients, or a resource for others.
- CNSs perform specialist holistic assessment and treatment using a personalised approach. This is characterised by a level of decision making based on detailed knowledge and understanding of their area of practice.
- As part of the multidisciplinary team CNSs can work in or across many settings, depending on their area of expertise and scope of practice.

### Specialised area of practice

#### Aim of the role:

1. At all times ensure that the needs of the patient are placed at the centre of care delivery. Where appropriate acting as a 'key worker' providing specialist nursing advice, care and support to patients with immune mediated haematology

conditions. Facilitating high quality, individualized care to patients/clients and relatives/carers, both inpatients and outpatients in collaboration with the multi-disciplinary team and in line with local and national targets.

2. To be responsible for the day-to-day management of patients with immune mediated haematology conditions with a particular focus on the establishment of a North West London (NWL) clinical network for the management of Immune Thrombocytopenia (ITP). Eight other local partner Hospitals, across a catchment population of 1.5 million, link with Hammersmith Hospital for ITP clinical guidance and advice. The strategic priorities of the Trust and NWL network are to achieve excellent patient outcomes and experience through integrated and financially efficient service models and eliminate unwarranted variation of care across the Trust and other NHS NWL partners.
3. To provide consistent and timely access to treatment and clinical reviews along with the provision of tailored patient support and information.
4. To improve the quality of care and patient satisfaction of the ITP patient pathway service at Hammersmith Hospital and across the other NWL Network Hospitals.
5. To be responsible for improving the patient experience throughout the patient journey, ensuring the nursing care delivered is of the highest standard, and this will include measurement of patient outcomes in line with local and national measures.
6. To work towards co-ordination and standardisation of care management strategies for ITP patients across NWL, and promote participation in clinical research.
7. Undertake and contribute to nursing audits. Lead and support in patient recruitment and data collection along with non-malignant clinical trials unit.

## 2. Key stakeholders

### Structure

- Clinical Nurse Specialists (CNSs) are experienced nurses within the wider nursing and midwifery workforce at Imperial College Healthcare NHS Trust.
- CNSs are responsible to the divisional director of nursing and will champion the trust nursing leadership agenda.
- CNSs specialist area of practice will dictate within which directorate and/or community of practice they belong.

## Internal

- Reporting to CNS team leader
- Clinical Haematology service manager
- Haematology clinicians
- Haematology pharmacy team
- Haematology medical secretaries
- Clinical Nurse Specialists
- Ward Managers
- Emergency care and admission units
- Outpatient departments
- Immune haematology and red cell MDT members
- Clinical research team
- Haematology Quality team

## External

- Community stake holders
- ITP nurses forum
- ITP support association
- External regulatory bodies
- Immune haematology paediatric service
- Regional MDT members

### **3. Key areas of responsibility**

Provision of nursing expertise and advice, including psychosocial care  
Effective Communication  
Excellent access to Patient information  
Efficient Leadership  
Clinical Governance and clinical audits

## **Overall**

- To work as autonomous practitioners providing specialist nursing advice, care and support, facilitating high quality, individualised care to patients and those important to them.
- To provide support to inpatients and outpatients in collaboration with the multi-disciplinary team and in line with local and national targets and initiatives.
- To promote a culture that delivers patient centred care throughout the pathway, contributing to improved patient experience.
- To act as a specialist resource for patients and the clinical team by providing comprehensive advice, information, teaching and training both within ICHT and externally.
- Undertake, where appropriate, nursing research with published outcomes, and updating own knowledge to promote excellence in clinical practice, and the setting of quality standards within speciality.

- To act as an effective member within the MDT linking with relevant healthcare teams in order to increase knowledge and facilitate and standardize the care of immune haematology patients in the community or in their local healthcare setting.
- To act as a professional role model, providing expert direct and indirect clinical care, teaching, research and leadership. They require knowledge, skills and behaviours across all four pillars of advancing practice.

### **Clinical practice**

- Places quality at the heart of practice by delivering evidence based individualised holistic patient care according to patient's changing health care needs.
- Works as an autonomous practitioner to deliver an expert level of specialist care.
- Use expert knowledge and decision-making skills to inform clinical reasoning when dealing with situations and ability to demonstrate appropriate action required.
- Act within own scope of practice when making professional judgements to manage risk.
- This position has been created to cover a rapidly expanding immune haematology service at Imperial NHS Trust. The clinical service at Imperial includes an adult and paediatric ITP centre, which is part of the UK ITP forum. The applicant will work closely with an existing ITP CNS. The aim is to expand this service and to help deliver high quality patient care in the sector.
- Places quality at the heart of practice by delivering evidence based individualised patient care according to patient's changing health care needs.
- Providing leadership and specialist advice to ensure effective continuity of care delivery, effectively managing a caseload of patients within Immune haematology. This includes interfacing with essential community based support services, other trusts in the network, co-ordinating day case and follow up care, and undertaking direct clinical care and procedures, e.g. phlebotomy, cannulation.
- Perform advanced clinical skills in physical assessment, diagnosis and interactions to enhance the patient/carer experience.
- Involve patients and carers/relatives in the planning and delivery of care and in the development of services to enhance the patient/carer experience and to promote informed choice.
- To establish a partnership approach to care, empowering and educating patients and their families to actively participate in delivery of care – demonstrating, educating, instructing and supervising them in nursing procedures, this may be delegated to them.



- Demonstrate good verbal and written communication skills so that professional advice or care guidance and instructions are well understood by patients, their relatives and/or carers, and members of the multi-disciplinary team.
- To be actively involved in overseeing in-patient care, working closely with ward teams and day care to work towards delivering high quality specialist nursing care. This will include actively participating in ward/board rounds (wherever appropriate) to support agreed treatment plans and effective discharge planning to ensure patients are effectively navigated through their clinical pathway.
- To work closely with the discharge team and ward staff to ensure appropriate and timely discharge/follow-up arrangement in place for patients
- Support and work closely with the MDT and Quality Team to ensure requirements are accurate and robustly managed within specified timeframes in accordance with local and national policy, to ensure: proficient pathway communication internal and external; clinical data collection.
- In conjunction with the extended clinical team foster a partnership approach to care that actively engages and empowers patients and their families/carers. Promotes self-management through education and guided support initiatives.
- To influence strategic development to advance quality of care and enhance the patient experience. Work collaboratively with nursing colleagues; other professionals and agencies, to ensure the effective management of pathways for patients with ITP across the organisation and the wider network.
- To participate in developing and leading on clinical audit, patient satisfaction surveys and supporting research.
- To assess, review and plan management of patients attending outpatients, inpatients and acute area on a daily basis and to support junior colleagues in making patient centred decisions.
- Collect, collate, evaluate and report information, maintaining accurate patient records in line with NMC standards, clinical governance and risk-management.
- Actively seek and apply evidence based practice to meet the needs of immunohaematology patients and to continually strive to improve the quality of their care.
- To develop and improve patient information resources where ever appropriate in line with UK ITP forum standards to enhance care quality and patient satisfaction.
- To work towards launching and raising the profile of 'nurse-led' service, assessment of the current ITP patient pathway service and patient satisfaction, to establish a baseline, compared to the draft UK ITP Forum via a numerical scoring scale.

- To set up an additional weekly nurse- led ITP out-patient clinic and telephone clinic, for stable ITP patients, at Hammersmith Hospital or within the network
- To work towards improving overall patient experience and outcomes, e.g. Assessment of the current ITP patient pathway service and patient satisfaction, to establish a baseline, compared to the draft UK ITP Forum / local Hammersmith Hospital service standards
- Ensuring patients and carers feel supported to manage their condition in accordance with the National ITP forum standards.
- To establish and support transition clinic/service for adolescent/young adults and join the multidisciplinary team consultant led clinic at St Mary's Hospital.
- Contribute to the investigation of complaints, accident reports and untoward incidents within the ward/ department in line with Trust Policies and procedures and in conjunction with the Ward or Department Manager and implement recommendations for action.
- Act always in accordance with NMC Code of Conduct and Guiding documents.
- To spend time in clinical practice. This will include participating in Back to the 'Floor Thursday's' in order to maintain and update own clinical expertise and to contribute as role model to ensure the deliver at the highest possible level to meet patient care.
- Providing specialist advice to ensure effective continuity of care delivery.
- Acts as a Keyworker for a clinical caseload, incorporates the responsibilities of the key worker role, working to coordinate care and provide easy access for ongoing support for patients and those important to them.
- Actively participates in multi-professional meetings, acting as the patient advocate and representing nursing views.
- Uses advanced communication skills in all aspects of patient assessment, care and support, to manage complex situations and sensitive information.
- Empower patients to make informed choices and decisions by applying advanced specialist knowledge of research outcomes and evidence-based practice.
- Using expert knowledge and trust agreed protocols, initiate, review and evaluate care plans. Apply a range of interventions that may include psychological level 2 therapies, lifestyle advice and care.

- Provides clinical expertise, specialist advice and support across service boundaries, influencing the patient care pathway by referring to other professionals and signposting to other agencies as appropriate.
- Works across professional boundaries using creative reasoning and problem-solving to facilitate new ways of working to influence improvements in the patient care pathway.

### Prescribing role

To prescribe safely as an independent non-medical prescriber by maintaining the following competencies:

Person must complete relevant qualifications such as 'non-medical prescribing' in order to fulfil the requirements below.

- Has up to date clinical and pharmaceutical knowledge relevant to specialty.
- According to diagnosis generates treatment options for the patient. Always follows up treatment.
- Establishes a relationship based on trust and mutual respect. Sees patients as partners in the consultation. Applies the principles of concordance.
- Is aware of own limitations. Does not compromise patient safety.
- Works within professional and organisational standards. Takes personal responsibility for prescribing decisions.
- Actively participates in the review and development of prescribing practice.
- Participate in programmes specifically aimed for nonmedical prescribing practice
- Undertake any training opportunities relevant to prescribing practice.
- Knows how to access relevant information. Can critically appraise and apply information in practice.
- Understands, and works within local and national policies that impact non prescribing practice including Trust arrangements to support CPD and supervision.
- Works in partnership with colleagues to benefit patients. Is self-aware and confident in own ability as a prescriber.
- Adheres to the Trust Policy for non-medical prescribers.

### Facilitation of learning

- Assess the needs of patients, relatives and carers and provide them with any information or resources that may be helpful during their treatment journey.
- To act as a resource for students and learners, junior members of staff and other members of the multidisciplinary team.
- To contribute to and participate in teaching programmes for staff within Clinical Haematology as required and in liaison with the Clinical Practice Educator.
- To support staff to recognise learning needs through appraisal, identify and organise ways to address them.

- To evaluate own practice and seek feedback from others.
- To maintain own professional development.
- Work collaboratively to empower patients to participate in decision making that will maximise their health and well-being.
- Contribute to the design and delivery of personalised care plans and education to patients and those important to them taking into consideration their preferred approach to learning, and their individual needs.
- Identifies and contributes to the development of patient information and resources, to reflect the individual patient requirements and the needs of the whole patient population within the speciality.
- Promotes patient and public experience feedback through local initiatives to drive innovation and change.
- Participate in curriculum planning and development of in house courses relevant to area of expertise.
- Be an advocate for organisational learning that inspires the team; taking a blame-free approach in response to lessons from quality improvement projects, incidents, harm and peer reviews.
- Work collaboratively with the MDT and local teams to share information and learning.
- Contributes to the development and delivery of training, including non-specialist staff to enable them to care for patients within the speciality.
- Promotes and champions the speciality and the role of the Clinical Nurse Specialist inspiring other nurses to learn, develop and pursue CNS careers.
- Act as an educator and supervisor, applying coaching and mentoring techniques to develop the competence and confidence of colleagues within the team.
- Identify opportunities to apply own learning to practice and share outcomes with colleagues.

## Research and development

- Contribute to research activity for the service and ensure compliance with good clinical research practice guidelines.
- Participate in audits and quality improvement projects to evaluate and improve patient care and service delivery.
- Implement and disseminate best practice findings and outcomes into practice to enhance quality, safety and patient experience.
- Influences and participates in development of policy and clinical guidelines internally and externally, in line with evidence-based practice.
- Promotes the service and clinical excellence by presenting and publishing innovations, audit and research locally and nationally

## Leadership and management

- Contribute to the delivery of required CNS KPIs

- Partake in clinical and operational meetings and deputise or chair where necessary.
- Actively seek feedback and involvement from patients, and those important to them, and colleagues in the co-production of service improvements.
- Develop effective working relationships across the team, MDT and patient and those important to them to encourage productive working.
- Able to work autonomously and collaboratively within a team, to manage individual workload and effective service delivery.
- To effectively manage own workload.
- Assist in the evaluation of the service and patient care, including monitoring of patient experience.
- To co-ordinate and manage staff working within the anticoagulation and haemophilia team as necessary
- Ongoing commitment to the strategic implementation of statutory accreditation processes, improvement of clinical standards and the development of patient centred care strategies in accordance with national guidelines.
- Participate in producing clinical guidance documents, patient group directions, policies and protocols, including SOPs
- To ensure the environment is safe for staff, patients and visitors
- To identify and address issues relating to clinical governance
- To carry out appraisal interviews with a delegated group of staff.
- To ensure all equipment and stock is maintained and is fit for purpose.
- To represent the Trust, Department or service at meetings.
- Lead the implementation of improvements in nursing practices within own areas
- Develop and maintain good communication with other health professionals and departments across the Trust sites, attending ward rounds and other meetings where appropriate.
- Ensure that all nursing documentation is completed to a high standard in accordance with the NMC guidelines on record keeping
- Ensure own and other's understanding of individual scope of practice within professional and organisational governance, with a focus on managing risk, maintaining safety and enhancing patient experience.
- Actively engage in reflective practice to inform own and other's practice, in accordance with professional guidelines.
- Act as professional role model and provide speciality leadership and expertise to others.
- Promotes speciality internally within the Trust and externally to relevant partners and stakeholders.

### **General responsibilities**

- Works in accordance with the Imperial College Healthcare NHS Trust's policies & procedures, to maintain professional practice and ensure safe and effective provision of care.
- Demonstrate effective nursing leadership, in line with the trust wide nursing strategy, and works to improve quality and safety.

- To demonstrate a professional approach to work and act in accordance with Nursing and Midwifery Council, The Code: Standards of conduct, performance and ethics for Nurses, and Midwives at all times.
- To have knowledge of, and adhere to, Trust Policies and Procedures and support other staff to apply same principles.
- To develop policies and procedures relating to the CNS role and function.
- To ensure all relevant documentation is completed and adheres to Trust and Regulatory Body guidelines.
- Take responsibility for self-development through the appraisal system (e-PDR) and work towards completing agreed personal development plan.
- To meet CPD requirements for registration.
- To identify own learning needs and ensure professional development is maintained by keeping up to date with practice developments.
- To attend Trust and department specific mandatory training.
- To participate in clinical supervision.
- To work in a supportive and collaborative manner with key members of the senior management team across the directorate and division to achieve the aims and objectives of the Trust
- Takes personal responsibility for life-long learning, personal development and clinical competence through clinical supervision, PDRs, mandatory training and actively engages with learning and development opportunities.

### **Health and Safety responsibilities**

To ensure that the Trust's Health and Safety Policies are understood and observed and that procedures are followed.

- To ensure the appropriate use of equipment and facilities and that the working environment is maintained in good order.
- To take the necessary precautions to safeguard the welfare and safety of yourself, patients, visitors, and staff, in accordance with the Health and Safety at Work Act.
- To undertake appropriate health and safety training to support safe working practice, including where appropriate, its management.
- To demonstrate a practical understanding of risk assessment in relation to areas of responsibility and to ensure safe systems of work are in place.
- To ensure that all incidents occurring within the department are reported in accordance with Trust procedures, investigated and corrective action taken as necessary and/or reported to senior management and specialist advisers.
- To ensure that occupational health advice is sought if employees identify health conditions which may affect their ability to carry out their responsibilities safely.
- To be responsible for ensuring that staff within area of responsibility attend statutory and mandatory training.
- Contribute to research activity for the service and ensure compliance with good clinical research practice guidelines.
- Participate in audits and quality improvement projects to evaluate and improve patient care and service delivery.

- Implement and disseminate best practice findings and outcomes into practice to enhance quality, safety and patient experience.
- Influences and participates in development of policy and clinical guidelines internally and externally, in line with evidence-based practice.
- Promotes the service and clinical excellence by presenting and publishing innovations, audit and research locally and nationally

## **5. Scope and purpose of job description**

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

## PERSON SPECIFICATION

Directorate/ department	Job title	Band
Haematology	Clinical Nurse Specialist Immune haematology	7

Criteria relevant to the role	Essential	Desirable
Education/ qualifications	<ul style="list-style-type: none"> <li>NMC registration and a degree in related subject.</li> <li>Post registration qualification(s) in speciality or relevant subject (e.g. haemato-oncology, Immunology courses)</li> <li>Experience in relevant specialist area</li> <li>Advanced Communication course and Level 2 psychological skills training. (or other essential speciality courses if not expected)</li> <li>Recognised teaching qualification or demonstrable teaching experience.</li> <li>An advanced practitioner through formal qualification and/or extensive clinical experience relevant to speciality</li> </ul>	<ul style="list-style-type: none"> <li>MSc in related speciality</li> <li>Recognised physical assessment module at level 7</li> <li>Leadership course</li> <li>Quality improvement training</li> <li>Proven track record as specialist, with extensive professional portfolio of publication, conference presentation, research and clinical audit.</li> <li>Non-medical prescribing</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Relevant and substantial post registration experience at band 6 or above to speciality</li> <li>Experience of working as a Clinical Nurse Specialist.</li> <li>Experience with managing patient relevant to specialist area</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading and managing</li> <li>Research experience</li> </ul>



	<ul style="list-style-type: none"> <li>• Experience of teaching and assessing others</li> <li>• Experience in people management and improving the patient experience</li> <li>• Experience of audit and service development</li> </ul>	
Skills/knowledge/abilities	<ul style="list-style-type: none"> <li>• In depth knowledge of speciality and use of evidence-based practice</li> <li>• Able to demonstrate advanced communication skills and manage complex situations</li> <li>• Able to manage difficult situations effectively.</li> <li>• Ability to work autonomously and as part of a team</li> <li>• Proven teaching and assessing skills.</li> <li>• Demonstrate the ability to compile complex written information</li> <li>• Excellent organisational skills and advanced ICT skills, including Microsoft office</li> <li>• Demonstrates ability to adapt to NHS service developments &amp; new nursing theories for use in the clinical area</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to lead and influence change</li> <li>• Ability to design and deliver education programmes.</li> </ul>
Values and behaviours	<ul style="list-style-type: none"> <li>• Engages in reflective practice to facilitate learning and Maintain a friendly,</li> <li>• caring, safe environment for staff, patients and visitors improvement</li> <li>• Good customer care skills</li> <li>• Flexible approach to working ensuring diversity and inclusivity</li> <li>• Able to demonstrate trust values in practice</li> </ul>	

Other requirements	<ul style="list-style-type: none"> <li>• Ability to work cross site</li> <li>• Ability to meet the physical and psychological requirements of the role</li> <li>• Advanced communication and interpersonal skills</li> <li>• Has the ability to inspire and lead others.</li> <li>• Approachable.</li> <li>• Punctual</li> <li>• Reliable work record.</li> <li>• Passes fit for clinical work by occupational health</li> </ul>	
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## Additional information

### 1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

### 2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

### 3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

### 4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

### 5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This

includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

## 6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

## 7. Work visa/ permits/Leave to remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

## 8. Conflict of interests

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

## 9. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

**Clinical staff** – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

**Non clinical staff and sub-contracted staff** – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

**Flu vaccination** – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to

encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

#### **10. No smoking**

The Trust operates a smoke free policy.

#### **11. Professional association/trade union membership**

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.