

Job Description

Job Title:	Executive Chief Nurse		
Band:	VSM		
Department:	Corporate Nursing		
Reports To:	Chief Executive		
Accountable To:	Chief Executive		
Main Base/ Site:	York Hospital with a requirement to work across all sites		
Contract Status:	☒ Permanent	☐ Fixed Term	☐ Other: Secondment

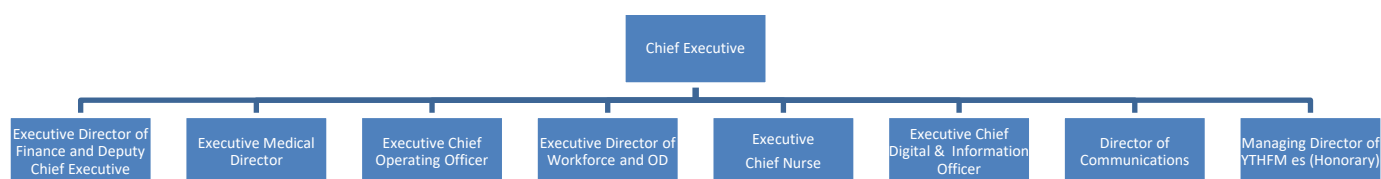


JOB SUMMARY

To provide effective inspirational leadership to our Nurses, Midwives and Allied Health Professionals in this next phase of the Trust's improvement journey across our acute and community services. To lead by example and inspire Nurses, Midwives and Allied Health Professionals to strive to provide the highest possible quality of care to our patients by engaging with colleagues and patients to create a shared ambition for continuous improvement.

Working with the Medical Director you will provide leadership in the development and implementation of the Quality Strategy, making the delivery of consistent high quality and timely care everyone's business. Working in partnership with the Chief Operating officer and Medical Director you will ensure that the risks on quality, safety, staffing, capacity, and flow are balanced according to our patients' needs.

ORGANISATIONAL CHART



KEY RELATIONSHIPS

- Chief Executive
- Executive Directors
- Chair and Non-Executive Directors
- Chief Nurse Team
- Head of Infection Protection and Control
- Direct reports (see below)
- Medical lead for infection control
- Lead Nurses and AHPs
- Care Group Directors
- Clinical Directors and Lead Clinicians
- External networks including ICS, ICB, social and primary care partners
- Corporate directorates including Finance, HR, DIS and Estates
- Council of Governors

KEY DUTIES:

Strategic:

- To be accountable for developing and delivering the annual plan to ensure that the nursing and midwifery strategy is implemented across the Trust.
- Share collective responsibility, with director colleagues, for corporate performance and the achievement of constitutional targets and delivery of the Trusts strategy and objectives.
- Actively participate at regional and national levels on professional nursing and corporate issues, developing partnerships, sharing best practice, and integrating this knowledge within the Trust.
- Development and implementation of a professional standards strategy across the whole organisation.
- Development and implementation of a Deconditioning strategy across the whole organisation.
- Drive improvements in life outcomes and reduce health inequalities by working collaboratively with system partners.
- To be responsible for the provision of performance data to the Trust Board that provides appropriate and meaningful information to inform decision making at a strategic level.
- Undertake the role of Director of Infection Prevention and Control (DPSI) and implement a clear strategy for operational improvements in HCAI.

Professional Leadership:

- Advise the Board of Directors, Chief Executive, and Care Groups on professional standards across nursing, Midwifery and AHPs.
- Promote and demonstrate professional standards of care within the NHS Code of Professional Conduct and reflect the National Nursing and Midwifery Strategies Objectives.
- Be the Maternity Executive Safety Champion.
- Work closely with Organisational Development and Workforce Development to coordinate and develop the programme for education provision and commissioning to meet future demand and challenges.
- To establish a culture across the nursing and midwifery workforce that always promotes candour and transparency with a patient centred focus.

AfC Reference:

- To develop a compassionate leadership a culture where colleagues feel psychologically safe to raise concerns, be innovative and hold each other to account through a highly visible approach to leadership and by building personal professional credibility.
- Create a culture where 'the moments that matter' to our patients are acted upon and patient experience is improved.
- Be a professional champion for the organisation's approach to continuous improvement.
- Be a professional advocate for continuous learning through the use of tools such as PSIRF
- To act as the nominated director for safeguarding.
- To be at the forefront of clinical practice ensuring robust implementation of new policies/procedures where appropriate.
- To actively sponsor research and education across nursing and midwifery.
- Work collaboratively with the Medical Director to develop a culture which embeds clinical governance throughout the Trust and mechanism to monitor its effectiveness, ensuring compliance in the regulatory standards frameworks, advising the Board accordingly.

Operational:

- To lead on the establishment of ward efficiency standards across the organisation.
- To develop and establish a highly effective team of senior managers with the highest level of engagement to deliver the nursing and midwifery strategy and day to day patient care.
- Ensure good daily management and governance is in place regarding monitoring and accountability of KPIs delivery.
- To be accountable for the Chief Nurse budget including the requirement to meet cost improvement targets that do not compromise the level of patient care delivered and provide professional leadership to nursing, midwifery and AHP colleagues on use of their resources.
- Participate on Director on Call rota

People:

- To champion a culture of belonging and psychological safety, where all staff feel valued, respected and empowered to contribute fully, regardless of background or identity.
- Work with HR teams to ensure that the nursing and AHP workforce is appropriately utilised with the best deployment of this resource to ensure safe staffing levels and minimal use of temporary nursing staff.
- To be responsible for ensuring that the nursing and midwifery workforce comply within agreed protocols, policies and procedures with the aim of ensuring the best outcome for every patient. Ensure nurses comply with NMC regulations and work appropriately within their scope of practice.
- Take lead responsibility for the equality and diversity agenda (excluding workforce) across all Trust services ensuring compliance with relevant legislation and promoting best practice.
- To be accountable for responding to national initiatives where mandated for nursing, midwives, and non-registered clinical staff (HCSW,).
- Champion new and unique workforce models to deliver care.
- To be the corporate lead ensuring the effective engagement and management of volunteers throughout the Trust.
- To act in accordance with the NHS leadership competency domains

Behaviours and Values

Kindness – We are respectful, fair and helpful.

Openness – We listen, collaborate and are inclusive.

Excellence – We are professional, demonstrate integrity and are ambitious.

The associated behaviours and our behavioural framework are described below:

Organisational Values	Organisational Behaviours	Behaviours we LOVE	Behaviours we EXPECT	Behaviours we DON'T WANT
KINDNESS 	We are Respectful	- I understand and champion diversity in patients and colleagues. - I support others to be themselves and respect and value them for who they are.	- I treat everyone as a valued individual and am aware that the things I say and do may upset others. - I always protect people's dignity and feelings.	- I ignore people's feelings or pain. - I make people feel bullied, belittled or judged.
	We are Fair	- I understand how my actions and behaviour affect others and I always treat others fairly. - I am impartial, unbiased and act without prejudice.	- I always treat others fairly. - I have an awareness of how my actions and behaviours can affect others.	- I make others feel uncomfortable. - I don't consider the opinions of others.
	We are Helpful	- I am attentive and compassionate and think about what others need. - I go the 'extra mile' for patients and colleagues.	I help those who need it or I will find someone who can. I will never walk by.	I make people feel that they are interrupting, are unimportant or a burden: "it's not my patient/job/problem."
OPENNESS 	We Listen	I take time, even when busy, to truly understand the point of view of others.	I listen attentively to others and respond.	I appear disinterested, dismissive or talk over people.
	We Collaborate	- I help others understand how services and teams connect to deliver the best possible outcomes. - I create an environment where help is happily offered, asked for and provided.	I work as part of a team, value the opinion of others and will communicate and cooperate.	- I focus on one department's needs to the detriment of other services. - I exclude others and work in isolation.
	We are Inclusive	I empower everyone's voice to be heard and included in decision making.	I treat people fairly and without favouritism or discrimination.	I deliberately exclude some people and favour others.
EXCELLENCE 	We are Professional	- I lead by example demonstrating awareness of the impact of my behaviours and support others to do the same. - I do what I say I am going to do.	- I am calm, patient and put people at ease. I provide constructive feedback. - I take pride in my appearance, the environment in which I work and our organisation as a whole.	- I am critical. - I pass on stress and negativity to others. - I display an unprofessional appearance.
	We demonstrate Integrity	- I have a positive attitude and take responsibility for my actions. - I will speak up, and support others to speak up, if something isn't right.	I always seek to do the right thing.	- I do not take responsibility. - I blame or criticise others. - I do not speak up when something isn't right.
	We are Ambitious	- I create an environment where feedback is encouraged and new ideas are taken forward and celebrated. - I empower individuals to do what they know is right for staff and patients.	- I always aim to achieve the best results. - I suggest new ideas and find ways to take them forward. - I report things that are not right.	- I accept average standards. - I complain without searching for solutions.

STANDARD GENERIC ITEMS:

The post holder will uphold and support these values in accordance with the Behavioural Framework. To this end, in our goal to promote and embed equality and diversity throughout the organisation, the post holder will ensure that everyone is treated as an individual, with dignity and respect.

In addition to observing the departmental rules and procedures, which all staff are required to observe and follow, the post holder is also required to follow the Trust's general policies and procedures that apply to the employment relationship. Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of the post holder to accept personal responsibility for the practical application of these policies, procedure and standards. The post holder should familiarise themselves with these, and ensure they have an understanding of them, and adhere to them.

AfC Reference:

The Trust has a No Smoking Policy. All its premises are considered as non-smoking zones.

In order to ensure the Trust’s ability to respond to changes in the needs of the service, the Trust may make changes on a temporary or permanent basis, that are deemed reasonable in the circumstances, to the duties and responsibilities outlined in the job description. Any changes will be made with reasonable notice, taking into account the circumstances of the Trust and the post-holder.

This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the post. It may be subject to change as the organisation and services develop and wherever possible change will follow a consultation with the post holder.

JOB AGREEMENT:

Job Holder <i>(PRINT NAME)</i>	
Job Holder <i>(SIGNATURE)</i>	
Date	
Recruiting Manager <i>(PRINT NAME)</i>	
Recruiting Manager <i>(SIGNATURE)</i>	
Date	

Person Specification

Chief Nurse

Criteria		
Education, Qualifications and Training	• Registered Nurse or Midwife with current and valid NMC registration • Post Graduate qualification in management or able to demonstrate similar experience of operating at an equivalent level • Masters level qualification or able to demonstrate similar experience of operating an equivalent level • Evidence of continued CPD	
Experience and Knowledge Required	• Experience in a senior nursing/midwifery role in a complex acute organisation at or close to board level, with extensive understanding of operational pressures and of balancing competing priorities • Evidence of success in devising, implementing, and delivering corporate strategies – including translation of strategic intent into operational reality • Experience of innovative thinking around service improvement that has led to better patient outcomes • Experience of leading multi professional and cross organisational service development with evidence of successful delivery of agreed outcomes • Experience of implementing quality assurance systems, patient safety, infection control and governance strategies • Experience of managing budgets in a challenging financial environment with a track record of making savings through innovation and improvement • Experience of developing a highly effective team of senior managers with strong leadership and a culture of candour and openness • Evidence of sound decision making with appropriate analysis in a potentially sensitive and political environment where information is highly complex and multi strand • Extensive experience of developing key senior nursing roles to be accountable and effective i.e. matrons and ward sisters	
Skills and Attributes	• Expert knowledge of current nursing and midwifery issues both in education and practice • Knowledge and experience of national and local professional standards • Exceptional leadership skills • Ability to influence key stakeholders and colleagues at all levels in the organisation • Exceptional communication skills both verbal and written with the ability to adapt for different audiences • Ability to challenge other board members appropriately	

	- NHS Board Level Leadership Competency domains <i>Driving high-quality and sustainable outcomes</i> <i>Setting strategy and delivering long-term transformation</i> <i>Promoting equality and inclusion and reducing health and workforce inequalities</i> <i>Providing robust governance and assurance</i> <i>Creating a compassionate, just and positive culture</i> <i>Building a trusted relationship with partners and communities</i>
Aptitude and Personal Qualities	- Ability to ensure that the nursing voice is heard and represented at all levels in the organisation - Ability to be an agile thinker - Outstanding in the field of networking and establishing highly effective working relationships - Outstanding role model with insight, self-awareness and humility - Resilience and ability to be flexible - Ability to manage conflict in key relationships - Assertive and dynamic with exceptional influencing skills - Demonstrates a commitment to the NHS patient centred care and the 6 Cs - Personal and professional integrity - Political awareness - Empathy, care and respect for patients