

Role Purpose

The role is responsible for the service based oversight of high-quality clinical support in partnership with the service leader and wider multi-disciplinary team (internally and externally). In addition to delivering nursing support and treatment and ensuring that all clinical governance practices are adhered to, this role is instrumental in supporting staff teams to deliver high standards of care and support through coaching, guidance, and training team members to develop and maintain relevant and appropriate clinical skills. The role leads a culture of active support which enables individuals to live their best possible life, as independently as possible.

Key Accountabilities

Service Delivery

- To assess, monitor, and evaluate the health and nursing care needs of the people supported within their own homes, evaluate nursing care plans in partnership with the supported person, family and carers, and other MDT and healthcare professionals as required, to promote independence and self-care, and to ensure the personal, emotional, health, and support needs of the individual continue to be met.
- To deliver nursing procedures and treatments, and overseeing appropriate preventative nursing interventions to ensure a high standard of care and support is delivered, which the individual to live their best possible life. To escalate to Service Leader where specialist support is required to meet the individuals care needs, or where this may be achieved through further training and development.

Operational Excellence

- To lead the service to continually improve its clinical support by proactively researching professional developments in nursing practice, and innovative care delivery methods, reviewing current practice in service, and, working with the Service Leader and Clinical team, to make recommendations for improvement which ensures that best practice clinical care and support is delivered.

External Relations

- To work proactively as a member of a multi-disciplinary team, effectively communicating with internal and external stakeholders, team members, regional leadership, and the person supported to ensure that the needs of the person supported are heard, understood, and effective interventions and support are implemented which ensure the health and wellbeing of the individual.

People

- To lead on observational practice and competency assessments, (particularly with medication and safe moving and positioning), coaching and mentoring team members, recommending training needs to the Service Leader, and enabling an environment of reflective practice, to promote continuous improvement and high levels of ability and competency.
- Promoting operational excellence and person centred care for self and colleagues. Motivating and providing peer support to colleagues as required.
- Highlighting own learning and performance needs, always striving to be the best they can be, and encouraging those around them to do the same.

Transformation and Growth

- Leading the clinical delivery of tailored, life-enhancing support in line with the organisations complex care service models, working with the Clinical Team and other specialists to ensure that the needs of the people we support are met within a comprehensive and robust framework.
- Contribute to the accuracy of statistical returns, ensuring required statistics are gathered accurately and returned appropriately as required.

Legal and Risk

- To lead any clinical risk management, ensuring that the service is wholly compliant with its clinical practice and record keeping and providing assurance that all legal, regulatory, professional, and legislative standards are met.
- To have oversight of service based medication practices, ensure that the service is wholly compliant with its management of medicines, and to ensure that practice, administration, and record keeping adheres to all NMC, legal, and regulatory standards.

Quality and Compliance

- To ensure the health, safety, and wellbeing of self, colleagues, and people supported by following the appropriate policies and procedures and escalating any concerns, complaints or poor practice.
- To lead any clinical risk management, and to lead the service in the identification, escalation, and management of risks associated with any clinical or health conditions, requirements, or controls conferred by the NMC, working closely with multi-disciplinary support teams (social work, NMC, local authority) ensuring demonstrable compliance with legal, regulatory, and organisational standards.
- To be the clinical subject matter expert in the service, taking a proactive lead in the initial assessment, and ongoing service delivery for a person supported ensuring continued evaluation, adaptation of support, and continuous practice development as their needs evolve, ensuring positive outcomes for their health and wellbeing.

Area	This role is based within a defined service.
Collaboration	It is expected that the post holder will proactively engage with internal and external stakeholders, including Multidisciplinary teams, teams of supporting Business Partners, Operational, and Support Services colleagues and particularly the Clinical Team to ensure the right action and support can be delivered at the right time.

Qualifications

- Registered Nurse Level 1 Adult (RN1, RNA, RGN) or a Registered Nurse Mental Health Level 1 (RN3, RNMH, RMN)
- A degree in health-related subject is desirable.
- Social Care / Management Qualifications is desirable.
- Evidence of CPD

Experience

- Experience of providing clinical / support inputs within a social care setting is desirable
- Experience in managing small teams of staff is desirable
- Experience in dealing with conflict and or change is desirable
- Experience of digital data systems is desirable
- Experience coaching and mentoring colleagues is essential

Knowledge

- Demonstrate an understanding of clinical governance including risk management and Audit
- Have knowledge of the practical and emotional support needs of both the person supported and their families
- Demonstrate an understanding of current professional issues and relevant research
- Knowledge of Care Inspectorate and SSSC and their remit within social care
- Knowledge and understanding of the Mental Capacity Act and Deprivation of Liberty Safeguarding protocols
- Knowledge and understanding of research principles is desirable
- Knowledge of Adult Support and Protection requirements

Skills, Abilities, and Personal Attributes

- Commitment to delivering the optimum standard of person centred support
- Skilled in assessing, implementing and evaluating nursing care
- Good interpersonal skills and good, clear verbal communication skills
- Able to work well independently
- Able to keep clear and accurate written records
- Basic it skills e.g. Read and send email, type a word document
- Excellent organisational skills
- Careful and diligent
- Adaptable to changing environments and self-motivate
- Able to prioritise workload, take ownership through to completion
- Willing to learn new things
- Positive and helpful attitude
- Enthusiastic and have a good sense of humour
- Honest and reliable
- Prepared to work flexibly to meet service needs
- Committed to personal development and training