

# Senior Sister / Senior Charge Nurse (Band 7)

Recruitment Profile - This is a summary of the Job Description and Person Specification

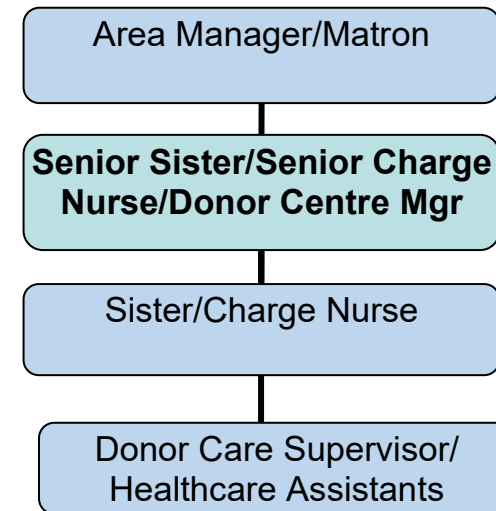
## About the Role

You will lead, manage and motivate a team of Healthcare Assistants, Donor Care Supervisor(s) and Sister/Charge Nurses to deliver and maintain high standards of care to our donors and to meet our regulatory and governance requirements. Your duties will include:-

- Taking clinical accountability and operational responsibility for ensuring the safe collection of blood products.
- Leading by example, promoting our core values and behaviours to deliver an excellent donation experience.
- Overseeing and maintaining the competency and skills of your team and yourself.
- Motivating your team to promote continuous improvement and staff development.
- Collaborating with a range of stakeholders to effectively plan and resource blood collection sessions.

You may be required to work variable hours and cover blood collection sessions as needed. This may include evenings, weekends and bank holidays. **Night shifts are not required in this role**

## Organisation Structure



## About Us

*Our three core principles are critical to our service, guiding everything we do and inspiring us to be the best.*

- *We **care** about our donors, their families, the patients we serve, and our people.*
- *We are **expert** at meeting the needs of those who use our service and those who operate it.*
- *We provide **quality** products, services and experiences for donors, patients and colleagues.*

**About You** - This section details the personal attributes we require for this role. You will need to demonstrate these throughout the recruitment process.

### Behaviours and Values

- **Communicating** – Friendly and approachable, able to relate to staff, donors and the public from all backgrounds, promoting NHSBT positively
- **Collaborating** – Provide quality products, services, and experiences for donor, patients and staff. Ensure yourself and colleagues can be the best that they can.
- **Leading** – Continuously build and strengthen your nursing leadership skills to deliver improvements in clinical practice and service user experience.
- **Customer focused** – Work with donors, patients, their families and the public to deliver excellence in care, providing them with the confidence that they will always receive the care they deserve.
- **Performing** – Ensure high standards of evidence-based donor care, participating in and leading effective clinical audit, and participating in and leading high quality research ensuring practice is evidence based.
- **Innovating** – Show commitment and actively contribute to ensuring that NHSBT is recognised nationally and internationally for excellence in nursing clinical practice.

### Experience and Knowledge

- Have experience of using Microsoft Office packages and iOS to prepare documents, deliver presentations and communicate
- Have experience of leadership and management in a clinical environment
- Have experience of recognising and implementing improvements and change management
- Have experience in monitoring and evaluation standards of clinical care and an understanding of clinical audit and research
- Have experience of initiating and supporting the professional development of colleagues
- Have experience of working to performance objectives and organisational targets
- Have an awareness of patient safety initiatives and risk management

### Skills and Abilities

- Show the ability to practice autonomously
- Have excellent organisational skills, time management and the ability to be adaptable to a changing service
- Be able to share, listen and act on feedback to create a culture of continuous improvement
- Have excellent verbal and written communication skills in English
- Lead the team, creating a shared sense of ownership for service delivery and improvement
- Be resilient and inspire others to respond to adversity with resilience and resourcefulness

### Qualifications and Training

- Registered Nurse with current Nursing and Midwifery Council registration (which must be maintained) as Registered Nurse – Adult
- Hold a full and valid UK driving licence with no more than 6 points
- Evidence of continuous professional development