

Lead Nurse – Organ Donation (Band 8a)

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

About the Role

In the role of Lead Nurse (each Region has between 2 – 5 Lead Nurses) you will be responsible for supporting the delivery of high-quality cost-effective services within the Organ Donation Organisation. Your responsibilities will include: -

- Monitoring and managing the delivery of Key Performance Indicators to ensure the number of actual organs and tissues within the geographical donation area is maximised
- Shared responsibility for operationally managing all aspects of the service provided by the Organ Donation Services team within the geographical area.
- Direct management of a team of staff. Overall duties and responsibilities will be allocated on a rotational basis within the service management team; most notably, management of the full Area budget and responsibility for overall management of a 24 hour on-call service.
- Providing input and challenge to hospital development planning and lead corrective action where necessary; ensuring national strategy is implemented and evaluated within the geographical area.
- Operational management of those staff within the team that fall within delegated area of responsibility.

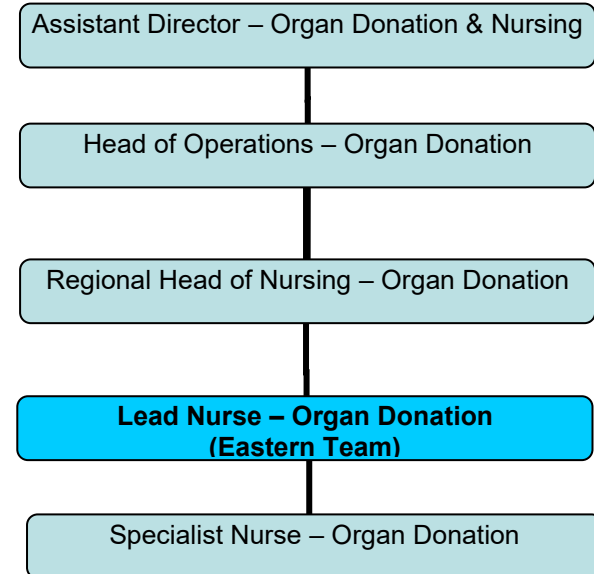
You will be required to participate in a 24 hour, 365 days per year on call rota and maintain clinical credibility by being up to date in all aspects of organ donation.

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.*

Organisation Structure



About You

This section details the personal attributes we require for this role. If you feel these describe you we would welcome your application.

Behaviours and Values

- **Communicating** – Friendly and approachable, able to relate to staff, donors and patients from all backgrounds, promoting NHSBT positively
- **Collaborating** – Provide quality products, services, and experiences for donors, staff and patients. 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 and their families to deliver excellence in care, providing them with the confidence that they will always receive the care they deserve.
- **Performing** – Demonstrate involvement in and lead high quality research in order for evidence based practice to be delivered.
- **Innovating** – Show commitment and actively contribute to ensuring that NHSBT is recognised nationally and internationally for excellence in education and nursing practice.

Experience and Knowledge

- Evidence of proven leadership and management experience in an acute hospital setting relevant to donation such as ICU, theatres, or an emergency medicine department
- Recent experience of working within the Organ Donation Service as a SN-OD
- Awareness of current professional issues and developments within co-ordination, nursing, and the NHS
- Proven ability to evaluate the safety and effectiveness of own clinical practice.
- Experience of implementing effective change within teams / across an organisation
- Experience of working with information technology using Microsoft Office packages (Word, Excel and PowerPoint), or equivalent Systems

Skills and Abilities

- Be highly articulate and credible, consistently influencing and delivering inspiring, engaging, and meaningful information regarding future direction
- Build collaborative relationships and solve issues by engaging the right people at the right time
- Lead the team, accepting responsibility for achievement of business objectives and creating a shared sense of ownership for service delivery
- Engage widely with customers to seek input into setting strategic objectives and identifying new ideas and improved ways of working
- Demonstrate strong leadership, influence, and accountability for the achievement of results
- Recognise when change is required and demonstrate personal ownership for pursuing, communicating and implementing the change, whilst minimising the motivational impact on others

Qualifications and Training

- Registered Nurse with current Nursing and Midwifery Council registration (which must be maintained) as Registered Nurse – Adult or Paediatric Nurse
- Relevant degree or equivalent qualification in allied health or related field OR job-related experience equivalent to degree level knowledge.
- Demonstrable post graduate equivalent level specialist experience in leadership and management
- Demonstrates commitment to own continued professional development (CPD)
- Hold a full and valid UK driving licence with no more than 6 points