**Clinical Lead Nurse**

**Libertatem**

**£47,000 - £50,000 + £3,500 car allowance**

**September 2024**

**THE ROLE**

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| Job Title: | Clinical Lead Nurse | Budget accountability: | N/A |
| Role Level: |  | Number of direct reports: | N/A |
| Reporting to: | Senior Clinical Lead Nurse | Office location: | Home and Client Based |
| Department/Team: | Clinical |  |  |

**Role purpose**

We are looking for a talented Nurse (equivalent band 6) with experience of leading the delivery of complex care into the home. You will have the opportunity to deliver personalised client-centred service outcomes and carrying out care assessments and writing care plans and managing competencies. You will engage and collaborate and support the Senior Nurse Manager, Registered Manager and Head of Clinical Services in providing leadership to the care and support staff.

Libertatem offer complex care services for those with brain injuries, spinal injuries and cerebral palsy, we are proud to be working with the best carers and nursing colleagues, who are providing care and help in the home with compassion. We are looking for an experienced nurse to cover the Leeds and surrounding region, you will manage the packages in your area depending upon the client’s needs and plan your time accordingly.

**You’ll have the opportunity to:**

* Develop individualised care plans in partnership with the service user, family and other health care professionals as appropriate, ensuring goals are patient focused, realistic and achievable.
* Monitor client and family centred outcomes, pro-actively using your expertise to guide and implement changes.
* Undertake initial holistic nursing assessments in partnership with the Service User, family and carer and involving other statutory/voluntary/third ‘party’ sector providers where necessary.
* Day to day oversight and management of the regional care delivery team, working with committed carer teams to maintain all required standards.
* Ensure all recording systems and organisational documentation are of a high standard and up to date.
* Motivate and manage own nursing/care team, embedding the company's values and behaviours and a culture of 'pride' in their work.
* Manage and support field-based care support workers and nurses through regular supervisions, competency assessments and appraisals.
* Report against targets and standards; put in place action plans for service improvements that have a positive impact on clients, service quality and business development.
* Have a strong commitment to quality standards to ensure compliance to statutory, mandatory and contractual requirements.
* Maintain your own professional skills to your current level and undertake required training and development for personal professional development.
* Perform in accordance with national standards, follow legislative requirements, relevant regulations and accepted best practice.

**Working with others:**

* Working in collaboration with Central Support, including HR to motivate careers and nurses through informal check-ins, formal supervision, and appraisals.
* Oversee the development and implementation of the rota’s by ensuring that the field staff are appropriately trained, assessed and signed off as competent prior to lone working.
* Be responsible for promoting and protecting the welfare of our service users.
* Work in cooperation with members of the multidisciplinary teams to maximise opportunities for our service users. Identify information, concerns and ideas for improvement and share them with the senior management team of Libertatem.

**A bit about you, skills and experience:**

The role would someone looking to blend clinical nursing skills with coaching and management of people and services.

* Knowledge of working in the community is essential, you’ll have experience of Spinal Injury, Acquired Brain Injuries and Cerebral Palsy and, passing on your knowledge to others in the package.
* You’ll be happy working with both adults and paediatric care, we will provide training where required
* Professional nursing registration with no restrictions.
* The ability to develop effective working relationships with key stakeholders such as; Case Managers, Integrated Care Systems, General Practitioners, Consultants and other Healthcare Professionals within the multi-disciplinary team Passion to deliver outstanding care in a rewarding and sometimes emotionally challenging environment.
* Have a strong commitment to quality standards to ensure compliance to statutory, mandatory and contractual requirements
* You remain calm and professional in busy periods, handling queries with expertise and ability to work in a team.
* Proficient IT skills
* Full Driving Licence
* Participation in clinical on-call

Behaviours

* **Excellent communication skills**. You are an active listener, confident and clear communicator with a flexible and constructive approach to your internal and external stakeholders; responsive to the input of others and encourages inclusive
* **Inspiring**: Demonstrates belief, energy and passion for achieving goals. Resilient and positive when faced with challenges and setbacks. Cares about those they work with a positive and solution focused approach
* **Collaborative:** Works collaboratively and effectively with others to achieve common goals within immediate and wider teams, as well as across external case managers, government bodies and the client
* **Flexibility and pragmatism**, an ability to self-plan and respond to shifting priorities; remaining calm and professional in busy periods, handling queries with expertise.

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| **Sonderwell provides expert care for people with complex healthcare needs in the comfort of their own home, supporting each person to live a fulfilling and independent life as possible.** | **We aim to lead the way in complex home healthcare by investing in our people through training, personal development, team working and caring for their wellbeing.**  We are a people first organisation that has a committed and skilled multi-disciplinary team which includes specialist and community nurses, highly trained care staff and dedicated care coordinators who focus on delivering person-centred care and will always be striving to continually improve everything they deliver. We are investing in our people to enhance clinical practice whilst using progressive technology to improve outcomes for the people we support and our partners. |

**A values-driven organisation**

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| Proud | We stand for people | Pioneering |
| We are proud of our amazing team, their commitment, and the work they do. Together we go all out to make a difference every day. | We will care passionately at every touchpoint, empowering the people we support to live the most fulfilling life they can. | We will always challenge for better. Investing in progressive technologies and practices, we will share our experience within the care sector. |
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| Caring | It’s all about you | Beam happiness |
| We will always be there, side-by-side with everyone in our organisation. We will support individuals’ choices and decisions and care deeply, enabling us to create meaningful connections with people. | We plan and deliver with compassion, based on what really matters. Your life is unique, and we want you to live it your way. | We believe happiness is a feeling of hope and purpose. Happiness is something we give freely, improving our own wellbeing and that of everyone we interact with. |