



## WHAT I AM ACCOUNTABLE FOR:

- Responsible for leading, developing and delivering high quality patient focused services ensuring the provision of safe and effective care.
- To lead, manage and develop the nursing resource within the parameters of the NMC Code of Conduct and Turning Points governance standards and CQC compliance requirements, ensuring that patient needs are assessed, care planned, implemented, evaluated and documented.
- To provide leadership and direction to the clinical team ensuring clinical standards and best practices guidelines are met and performance targets achieved.
- Reviewing and revising policies to ensure compliance with all relevant legislation and best practice guidelines.
- To manage and review the Clinical Risk system by investigating and developing action plans, supporting shared learning from incidents, whilst employing quality improvement and root cause analysis methodology.
- Work clinically on a regular basis to retain own competence and credibility and to support the supervision, education and development of the wider team.
- To lead on recruitment and retention within the delegated budget and establishment
- Effective partnership working with multi-disciplinary teams and other agencies.

## HOW I OPERATE:

### Values Led Leadership

- Maintain a high level belief in our clients capacity to change and model a compassionate and non judgemental approach.
- Provide support, empathy and reassurance in the delivery of patient care.
- Demonstrate professional curiosity and promote a culture of continual improvement through reflective practice, learning and effective team work
- Instil confidence in all partners/stakeholders by presenting a professional image.
- Contribute to a supportive working environment in the interest of staff morale and patient care.
- You act as expert, champion your area of expertise in your service and you share across the organisation.

## WHAT I NEED:

### Skills/Knowledge

- RMN or RGN qualification.
- Registered Nurse with experience of leading a substance misuse and recovery service.
- Leadership skills and the ability to provide support and guidance for team members.
- Excellent organisational and interpersonal skills.
- Diplomacy and objectivity when dealing with service users and staff.
- Effective time management skills, including scheduling staff shift patterns and arranging cover.
- Flexible with excellent decision-making skills and the ability to multi-task effectively

### Desirable

- NMP or other relevant qualification.
- Experience working within an inpatient detox service.