



Job title: Clinical Nurse Lead (CNL)

Department: Clinical Services

Reporting to: Head Nurse

FURTHER PARTICULARS

Role Description:

This role is part of nursing leadership team and supports both the Nursing and Veterinary Care Assistant teams. Each Clinical Nurse Lead will have line manager responsibility for a team of RVNs, SVNs and VCAs. You will report to the Head Nurse and work collaboratively with the wider senior leadership team to meet the needs of patients and their families, constantly seeking to improve the service delivery and patient journey. This is a clinical role so alongside the managerial and administrative duties, the Clinical Nurse Lead is also responsible for all the duties of an RVN.

Together we will demonstrate safe, clinical decision-making and expert care together with compassionate communication for patients referred to Fitzpatrick Referrals. You will be care driven, have excellent communication skills, exceptionally organised, thorough and be able to operate in a 24/7 team environment.

Responsibilities and Tasks:

- Support the Nursing and Veterinary Care Assistant teams working towards gold standard patient care at all times, and in all areas
- Alongside the Head Nurse, oversee development of student nurses and assist with study and enhancing the student experience
- Focus attention on infection control and cleanliness, taking the lead in developing this area in all aspects of the practice
- Support the Floor Co-ordinators with running the floor and ensuring smooth and efficient flow around the hospital
- Arrange and hold regular team meetings
- Be a source of support and provide guidance for team members
- Act as a positive role model, promoting team working, leading by example with respect and accountability
- Maintain your own development to ensure key performance targets are delivered to the highest standard and you find fulfilment in your role
- Conduct regular review meetings and appraisals with your direct reports, following up on objectives and any issues that may arise; ensure the same is done by your direct reports for those reporting into them
- Work with Head Nurse to identify service and policy development changes needed to ensure a continuing excellent service level and ensure the veterinary nursing team implement the same
- Foster and develop a supportive, positive working environment in which all team members feel respected, valued and listened to
- Contribute to the prevention and management of performance related, grievance and disciplinary issues - dealing with any people issues in an understanding and professional manner, seeking HR advice where required.
- Oversee the recruitment of veterinary nurses and care assistants, working closely with the HR team.
- Ensure compliance with legislative processes and the Company's current policies and procedures.

PERSON SPECIFICATION

The skills, abilities, experience and knowledge outlined below provide a summary of what is required to carry out this job effectively. They also form part of the selection criteria which will contribute to any future appointment. Please ensure that you show how you meet the criteria outlined below in your application.

Requirement	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Veterinary Nurse accredited qualification • RCVS registration • Experience in organising and working with teams 	<ul style="list-style-type: none"> • Experience of working in a referral setting • Management/leadership qualification would be an advantage, but not essential
Personal skills and characteristics	<ul style="list-style-type: none"> • Excellent interpersonal and verbal communication skills • Ability to work on own initiative • Excellent coordination and organisational and time management skills • Ability to work under pressure • Exceptional client care and communication skills • Management skills that will nurture and bring the best out of team members 	
Clinical skills	<ul style="list-style-type: none"> • Competent in advanced nursing skills • Competent in client and colleague communication • Competent in monitoring advanced anaesthesia 	
Other	<ul style="list-style-type: none"> • Right to work in the United Kingdom 	
Values	<ul style="list-style-type: none"> • Integrity – We always endeavour to do the right thing • Innovation – We challenge ourselves to develop new and better ways to solve problems • Care – We care passionately about what we do • Education – We are totally committed to learning and sharing knowledge and information • Community – We work best when we work as a team 	