

Clinical Nursing Manager

An exciting opportunity to lead and direct our nursing and care teams in the delivery of exceptional care to our patients and their families

Job Title	Clinical Nursing Manager
Reporting to	Hospital Director

Role	<p>The Clinical Nursing Manager will be a key member of the nursing management team</p> <ul style="list-style-type: none"> Responsible and accountable for leading the nursing team. Responsible and accountable for leading and ensuring a culture of honesty, integrity, personal responsibility and professionalism within the nursing team. Responsible and accountable for all aspects of nursing team management; including recruitment, selection, development, absence reporting and monitoring. Having awareness of all aspects of the RVN roles across the practice, participating when necessary.
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Key Responsibilities	<p>Setting Direction</p> <ul style="list-style-type: none"> Participate in management group meetings Lead an ethos of teamwork, excellent patient care and honesty, ensuring the nursing team understand and comply with all FR policies and develop a respectful working atmosphere amongst colleagues and with clients. Make suggestions to improve nursing or practice systems. Identify changes needed to ensure a continuing excellent service level Understand and contribute to the improvement of the practice financial performance by implementing improvements and controls. Promote changes made and ensure understanding of the reasons behind decisions; take an active role in such changes. <p>Developing People</p> <ul style="list-style-type: none"> Lead by example and be instrumental in creating excellent working relationships; ensuring a pleasant and professional manner is maintained at all times with members of the team and the rest of the practice. Supervision and management of the nursing team in accordance with professional standards. Organisation of nursing/auxiliary rotas and holiday cover; ensuring appropriate nursing levels to cover workload and maintain standards at all times. Ensuring all nursing staff receive regular feedback on their performance; conducting annual appraisals and ensuring regular follow up on objectives throughout the year. Management of performance related issues and assisting in the resolution of grievance and disciplinary issues. Delivery of regular nurse meetings and ensuring actions are completed in a timely manner by nursing team members. Assist colleagues where necessary and foster a supportive environment. <p>Delivering Results</p> <ul style="list-style-type: none"> Ensuring all RVN roles are delivering optimum performance, working alongside if necessary. Assessing performance of nursing staff and implementing improvement plans. Ensuring compliance with risk assurance processes including; health and safety; security; clinical governance, RCVS guidelines and pharmacy/dispensary policies. Maintaining the practice in a safe and hygienic condition with effective monitoring procedures. Ensuring stock management and control and the undertaking of stock takes. Assisting in the completion of clinical and dangerous drugs audits.
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Clinical Nursing Manager – cont'd

Key Skills Required

- Demonstrate ability to lead a team and lead by example
- Demonstrate ability to critically assess practice systems for efficiency and effectiveness and suggest and implement changes
- Demonstrate ability to ensure exceptional patient care
- Team Player
- Excellent communication skills both written and verbal
- Self-motivated and motivational to others
- Positive and enthusiastic approach to tasks
- Ability to work on own initiative
- Excellent organisational and administrative skills with a strong attention to detail
- Ability to record and document clear accurate information
- Ability to use tact and discretion when dealing with difficult situations
- Computer skills including Microsoft Word & Excel.

Other

- Must be registered with the RCVS as a Registered Veterinary Nurse with a minimum of 2 years post qualification experience
- Advanced surgical qualification would be an advantage
- Leadership qualification would be an advantage
- Right to work in the United Kingdom

Application Process

Please send a letter of intent together with a current cv including the names of 2 referees to:

recruitment@fitzpatrickreferrals.co.uk

For further details or to have an informal chat or to arrange a visit contact:

Siobhan Moncur, Head of Human Resources

SiobhanM@fitzpatrickreferrals.co.uk, or

Brian Wright, Hospital Director

BrianW@fitzpatrickreferrals.co.uk