Job Description

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<th>Job Title</th>
<th>Clinical Lead</th>
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<td>Based</td>
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<td>Reporting to</td>
<td>Home Manager</td>
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Purpose

As a Clinical Lead Nurse you have responsibility for leading a team of nursing staff to ensure the delivery of an excellent standard of care, which promotes independence and dignity and positively enhances the lives of individuals in our care.

Key Responsibilities

To carry responsibility for the management of the unit during the day
Develop the skills of the care team
Promote and maintain a high standard of nursing care
To ensure effective induction of all staff, together with clinical supervision of trained staff, mentorship and assessment of student nurses and induction of new care staff.
To work within the NMC Code of Professional Conduct and CQC Standards as well as following internal policies and procedures
Planning, directing and delivery of high quality person centred care
Undertake staff reviews and team meetings

To be considered for this role is it essential that you have

Excellent clinical skills
Managerial, leadership experience
Nursing qualification and current NMC registration
Strong Clinical experience

Minimum of 5 years experience of working as a nurse in a nursing home

You must be RGN qualified with previous experience working in elderly care and possess excellent leadership qualities.

You must have outstanding communication skills, excellent clinical skills and be motivated to offer the highest standards of care. It is essential you are prepared to take on an active leadership role supporting the operation of a twenty-four hour business.

Ensure the delivery of quality care - continually assessing our residents’ needs and wishes, developing the service to enhance their quality of life.
Champion independence and personal choice – develop, review and update care plans to meet our clients changing physical, social and psychological needs.

Ensure compliance with all legal, regulatory and best practice guidelines – risks are proactively managed and issues identified, investigated and resolved.

Oversee all aspects of medicine management – ensuring medicines are appropriately received, stored and administered to our clients.

Conduct care audits – monitor standards of care and take corrective action where appropriate.

Promote high standards of nursing care for you and your team, actively seeking ways to improve levels of service.

Take an active role in training for the team of nurses, working in conjunction with the training resources of the company to ensure that nursing staff are kept up to date with current practices and research led developments.

Take a leadership role for your team – ensuring all staff are supervised appropriately and rotas are in place to enable the smooth, efficient running of the business.

Take an active role in the development of yourself and others – ensure that the team’s skill and knowledge levels are able to meet the changing needs of the business.

Ensure the delivery of quality care - continually assessing our residents' needs and wishes, developing the service to enhance their quality of life.

This job description outlines only the main areas of responsibility, which may change as the post develops. The post holder may also be required to undertake any other duties requested by the Home Manager

The job description will be evaluated and amended as necessary as part of the annual Performance Development Review (PDR).