



Role:	Nurse Practitioner
Reports to:	Senior operational Manager
Reports:	Nursing Associates Student Nursing Associates
Key Relationships:	Service and Home Managers Team Leaders Assistant Team Leaders Support Workers
Budgetary accountability:	None

Job Purpose

To lead and plan nursing interventions to the highest standards delivered to people we support through the team, in a homely environment whilst maintaining independence and choice through a professional, flexible, high quality and personalised service in accordance with the Trust's values. To leading and mentor a team of Nursing Associates to ensure all compliance and clinical responsibilities are met.

Accountabilities

1. To proactively monitor and manage a caseload of individuals with complex nursing needs, recognising and treating early symptoms of disease based on specialist knowledge of chronic conditions and disease processes, offering anticipatory managed care based on the principles of least invasive care provided in least invasive settings.
2. To ensure that the people supported receive professional, individualised support, with a commitment to ensuring delivery is forward-thinking, either through your own direct involvement, or that of the team.
3. To provide clinical leadership and support to further develop the knowledge base of non-nursing colleagues to enhance chronic conditions management in a social care setting. Identifying and referring concerns about clinical practice in services.
4. To take responsibility for the management of the Nursing Associates and Student Nursing Associates on duty, in line with Trust policies and procedures and in accordance with national best practice standards and relevant codes of conduct.
5. To take responsibility for, and engage with, all personal development opportunities, in line with NMC guidelines i.e. attendance at all statutory training sessions, and other clinical and professional development sessions.
6. To comply with all professional revalidation requirements, ensuring that CPD is up-to-date and logged appropriately.

7. To establish and maintain good relationships with all stakeholders e.g. service-based staff, families, commissioners, community psychiatric nurses and physiotherapists.
8. To take responsibility for undertaking comprehensive assessment of health and social care needs of the people we support, to include, but not limited to, physical, functional/cognitive, medication and health and wellbeing assessments.
9. To assess and document competency for clinical interventions for service based colleagues and nursing associates
10. To act autonomously in a variety of contexts, demonstrating a high level of clinical judgement, sound analysis problem solving skills and appropriate decision making.
11. To develop, review, and proactively manage specialised plans of care for persons we support who have long-term conditions by applying relevant specialist clinical knowledge, making appropriate referrals recognising and managing symptoms and exacerbation in symptoms which may lead to crisis risk factors, identifying and managing risk factors and keeping appropriate documentation.
12. To ensure that foreseeable risks for the people we support are assessed and addressed with necessary safeguards put in place and adhered to.
13. To assist and enable the people we support, and staff to recognise and avoid the potential for any form of abuse and to know what to do should it occur.
14. To communicate effectively and professionally with people we support, staff, families and other stakeholders.
15. And any other duties commensurate within the scope of the post, as requested by management. Duties may change over time and you will be expected to co-operate where such changes are reasonable.

Person Specification

	Essential	Desirable/Ideal
Qualifications	<p>Registered Nursing qualification with current NMC registration (Learning Disability, Mental Health or Adult branch).</p> <p>A commitment to Continuous Professional Development.</p>	<p>Educated to Degree Level.</p> <p>Undertaken Practice Assessor course.</p>
Skills	<p>Effective time management and work prioritisation skills and the ability to manage competing demands in a positive and proactive manner.</p> <p>A variety of complex clinical skills such as catheterisation, venepuncture, enteral feeding etc.</p> <p>Strong communication skills with the ability to communicate effectively with team members, people we support and a range of stakeholders including families and carers.</p> <p>Mentoring and coaching skills, with the ability to provide a positive and professional role model to other staff as well as the ability to positively respond to change.</p> <p>Good IT skills with the ability to use a range of IT products (e.g. MS Office, Audit Systems) and processes effectively.</p> <p>Ability to use nursing assessment to plan and devise care and support plans and delegate where necessary.</p> <p>Ability to demonstrate pro-active and creative thinking and the ability to use own initiative.</p> <p>Excellent attention to detail</p> <p>Able to delegate and communicate tasks effectively in line with best practice guidance and Trust policy</p>	<p>Positive Behaviour Support planning experience.</p>
Experience	<p>Previous experience of working with people being supported in social care settings who have Mental Health needs, Learning Disabilities and/or Dementia.</p> <p>Knowledge of current national policy frameworks and best practice guidance relevant to the people being supported.</p> <p>Proven experience of being able to build productive working relationships and partnerships</p>	<p>Management experience within a social care setting.</p> <p>Experience in working in a geographically dispersed team.</p> <p>Experience of working in a not-for-profit organization (paid or unpaid).</p>

	<p>with all those involved in providing support to the individuals.</p> <p>Proven experience of being able to identify issues and develop a logical and clear approach to problem solving, with the ability to use diplomacy to resolve conflict and using own judgement.</p> <p>Experience of presenting clear and accessible professional materials to suit different audiences,</p> <p>Previous experience of working on own initiative as a leader and as part of a team.</p>	
Other	<p>Commitment to delivering a high quality service and to support the Mission, Vision and Values of the Trust.</p> <p>Ability to travel to meet the requirements of the role</p> <p>Undertake on-call duties as required.</p>	