

East Anglia Children's Hospices - EACH

Job Description



Job Title: Clinical Nurse Specialist: Children and Young People's Long Term Ventilation & Respiratory Care

Responsible to: Head of Nursing and Therapies

Directorate: Care

Job Summary:

To act as a professional expert resource in babies, children and young people's (BCYP) respiratory and long term ventilation (LTV) care.

To deliver high quality, evidence-based, respiratory care for BCYP with long term ventilation needs.

To continuously update, develop and deliver programmes of learning across all 3 hospices and care teams and facilitate clinical teaching in all locations of care.

This role is hospice based and requires the post holder to have visible presence within the clinical setting and frequent travel between the EACH locations and home environment.

Responsibilities

Clinical Responsibilities

- To be a highly competent practitioner providing specialist clinical skills and knowledge in relation to respiratory care for BCYP with life limiting conditions using EACH services.
- Line management duties for other staff members within the LTV team at EACH.
- To deliver highly specialised individualised, family centred, nursing care to BCYP with respiratory disease and LTV needs. Ensuring all BCYP's have individualised LTV care plans for the safe delivery of care.
- To implement teaching packages and competency frameworks for BCYP with respiratory and LTV needs in EACH and to be actively involved in the development of respiratory related protocols and procedures e.g. policies, standard operating procedure and care pathway.

- To support the existing and create and deliver external professionals commissioned training packages for BCYP within the region.
- In conjunction with the specialist respiratory teams in the region, act as an expert resource and advocate for BCYP with LTV needs and their families, giving support and advice that is appropriately planned to meet each individual's needs empowering them to manage their treatment regimes, to recognise any deterioration or acute episodes requiring immediate specialist attention and how to access the necessary support.
- Support the safe delivery of hydrotherapy to BCYP's with complex respiratory and LTV needs.
- To facilitate discharge from hospital for BCYP on LTV to EACH or home environment.
- To contribute to a seamless transition of care for young people with LTV and respiratory disease and their families from the paediatric respiratory multidisciplinary team to the adult service promoting full preparation for the young person over an agreed period of time.
- Have a visible presence within the EACH clinical setting (hospice and home) by providing 'buddied' clinical time to facilitate situational learning, acting as a role model and clinical leader to care staff.

Professional Responsibility

- Develop and maintain own clinical skills and knowledge in BCYP LTV and respiratory care that is evidenced based aiming to achieve a 'best practice' principle, keeping up to date with new advances in treatment and new developments in research in respiratory and palliative care.
- Promote positive working relationships within and across EACH care teams, and with families by establishing and maintaining effective communication processes. Work collaboratively with all EACH departments.
- Develop and maintain positive relationships within, and external to, EACH.
- Advocate for and support parents, children and young people.
- Recognise the level of emotional stress that may be encountered when working with BCYP and their families who are dealing with life restricting issues and to seek appropriate support for self.
- Have an awareness of own personal responses in relation to the maintenance of a safe environment and identification of potential risk for all personnel, BCYP, families and significant others.
- Act as a positive and inclusive role model to support change.
- Fulfil professional clinical supervision and continuing professional development requirements.

Education and Governance Activity

- Contribute to developing the EACH workforce, including training and teaching to support safe practice.
- Develop effective working relationships internally and externally to EACH to ensure collaborative progress on matters relating to education and practice development.
- Network with other paediatric respiratory nurse specialists throughout the UK, joining appropriate organisations in order to collaborate, share and benchmark practices and initiatives.
- Promote the introduction of research based findings in an endeavour to continually improve the care of BCYP receiving LTV at home or in hospice care.

- Develop and deliver training within the EACH education and training programme and other MCN / national / international training events as required.
- Participate in management supervision and annual appraisal ensuring challenging objectives are set and achieved and a personal development plan is agreed.
- Adopt a reflective approach to personal practice and learn from experience.
- Participate in relevant clinical governance activities within EACH.
- Participate in student placement programmes where appropriate, providing mentorship as required.
- Contribute to EACH's audit and service evaluation programme as required.
- Provide statistical information as required.

This job description is not exhaustive and may be amended as necessary. It is intended as a guide to the duties and responsibilities of the post.

General requirements

- Maintain confidentiality in all areas of work at EACH.
- Ensure that your conduct within and outside EACH does not conflict with organisational expectations.
- Actively support and promote EACH and all its policies.
- Promote the safeguarding and welfare of children, young people and vulnerable adults
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.

EACH - Values

Empathy, understanding and inclusion

Understanding the views and feelings of others is central to our work relationships and how we interact daily. We actively encourage unique perspectives, backgrounds, and experiences of others, fostering an environment where all voices feel valued.

Commitment to quality

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve.

Open, respectful and accountable

We operate in an honest, respectful and collaborative way, encourage open constructive feedback and celebrate diverse viewpoints. We are mindful of the power of our words, actions and biases, and hold ourselves accountable to ensure a safe and inclusive environment for everyone.

Make it happen

We are empowered to take responsibility for getting things done.

Additional Points of Reference

This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

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Person Specification



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	Essential	Desirable
Knowledge/ Training	<ul style="list-style-type: none"> Professional qualification in nursing with valid NMC registration Highly developed professional knowledge acquired at degree level or above (or evidence of working towards) Knowledge of mentorship, education and development practice with evidence of post graduate study or equivalent (e.g. A1 C&G Award; C&G 730 or equivalent; Assessor and mentorship level 2/3 or equivalent) 	<ul style="list-style-type: none"> Detailed knowledge and understanding of BCYP palliative care services and recent initiatives in BCYP health and social care
Experience	<ul style="list-style-type: none"> Evidence of highly developed specialist children's LTV and respiratory care, knowledge underpinned by theory and experience Evidence experience of communicating complex, sensitive information with children, families, and carers in an empathetic and inclusive manner Evidence experience of inclusive leadership, with an understanding of the diverse factors that motivate individuals, fostering a supportive and empowering team environment. Evidence experience in assessing and interpreting patient related information and recommending appropriate actions 	<ul style="list-style-type: none"> Evidence of implementing change in the workplace. Evidence of palliative care work with BCYP Evidence of service improvement

	<ul style="list-style-type: none"> • Evidence of analysing problems, developing practical solutions, and providing recommendations that are sustainable and evidence-based of good governance and best practice • Evidence of effective training, teaching, facilitation and presentation skills • Experience and understanding of effective resource management • Experience of carrying out educational audits and clinical audits analysing and interpreting data and making recommendations 	
Skills & Abilities	<ul style="list-style-type: none"> • Clear and confident communicator with the ability to understand communication barriers and influence a diverse range of individuals to achieve shared outcomes • Ability to work effectively with individuals from diverse backgrounds, skills and experiences • Demonstrated experience and proficiency in digital tools, including word processing, email communication, presentation software, spreadsheets, and virtual collaboration platforms. • Demonstrate ability to establish personal credibility, having a collaborative and participative approach to achieve successful multi-disciplinary team and partnership working • Demonstrated ability to manage time effectively, prioritise tasks, meet deadlines, and maintain attention to detail in a dynamic work environment. 	<ul style="list-style-type: none"> • Demonstrated experience with digital systems, including database management and other advanced IT tools. • Ability to problem solve, compare a range of options and generate solutions • Able to adopt a participative approach to regulatory inspections and standard monitoring initiatives. • Ability to conduct evaluative research in mentorship/education practice and the practice learning environment in children's palliative care
Other Requirements	<ul style="list-style-type: none"> • Current full, valid driving license and own transport to facilitate travel across the region on a 	<ul style="list-style-type: none"> • Ability to travel to national meetings on an occasional basis

	<p>weekly basis.</p> <ul style="list-style-type: none">• Commitment to own continuing professional development	
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