# Clinical Academic Chair in Mental Health Nursing

December 2020

**Partners:**
Anglia Ruskin University / Health Education East of England/ Essex Partnership University NHS Foundation Trust

This is an innovative shared position across 3 partner organisations
- Anglia Ruskin University, Faculty of Health, Education, Medicine and Social Care
- Health Education England (East of England region) as Regional Head of Nursing
- Essex Partnership University NHS Foundation Trust, as Deputy Director of Nursing and Research.

The post holder will be a highly visible and experienced mental health nurse with an established national and international network and reputation. He/she will have a strong track record of leading multi-site, complex research programmes and of working at senior level within the NHS and will provide outstanding, highly visible and credible professional leadership within academic and clinical communities across the east of England region.

He/she will promote and foster effective cross-organisational working, ensuring delivery of programmes which reflect the priorities of all partners.

The post holder will lead a broad regional and national portfolio of work, operationally manage the associated regional and national teams and their resources, and reflect NHS priorities in programmes of research. He/she will build and sustain relationships and partnerships across key stakeholders, including development and delivery of a wide ranging and challenging portfolio including nursing, midwifery, patient and public involvement, diversity and inclusion.

## 1. Principal responsibilities

### 1.1. Anglia Ruskin University

1.1.1. Develop and lead an independent programme of internationally important applied research in the field of nursing and mental health
1.1.2. Take responsibility for identifying and developing strategies to target major funding opportunities, with particular reference to NIHR, MRC and charities.
1.1.3. Build national and international research partnerships between the university and NHS trust
1.1.4. Publish work which as a minimum meets the University's expectations for the publication of REF outputs;
1.1.5. Develop work suitable for REF impact case studies;
1.1.6. Contribute to teaching within the School and the Trust as appropriate
1.1.7. Supervise postgraduate students (MSc, DClin Psych and PhD)
1.1.8. Foster strong links with between ARU, EPUT and other academic partners to maximise opportunities to engage in and lead clinical research initiatives
1.1.9. Support the leadership and development of academic standards within the School;
1.1.10. Demonstrate an active commitment to continuing professional development in relation to education and reflective learning.

### 1.2. HEE

1.2.1. Develop and ensure the safe and effective delivery and governance and contracts ensuring high standards and a focus on enabling positive outcomes for patients.

1.2.2. Lead key regional and national work programmes on behalf of HEE working across health and care systems that will establish national policy and direction provide expert clinical and professional advice, ensuring that the strategies align with national direction, is understood by key stakeholders and has effective measures of success embedded within the programmes.

1.2.3. Interpret overall health and social care policy and strategy into specific actions, establishing measurable goals and outcome measures to evidence impact

1.2.4. Bringing operational and leadership awareness of the specific workforce challenges with the community and primary care nursing workforce ensure that educational and skills development meets the needs of that workforce for the future.

1.2.5. Working with key partners including LGA, Skills for Care and the Better Care Team developing a shared vision for the integrated workforce and ensuring the nursing and care workforce are equipped to work across health and care settings.

1.2.6. Build strategic relationships with professional colleagues across the ALBs to ensure a clear alignment of nursing and care programmes, with national priorities and HEE mandates.

1.2.7. Engage as a senior leader to the corporate diversity and inclusion function, developing and implementing the organisation wide Diversity &Inclusion strategy

1.2.8. Deputise for the Chief Nurse/Deputy Chief Nurse as required at board level and represent HEE on national/cross organisational programmes of work and committees.

1.2.9. Provide direction and guidance on professional matter for press enquires, parliamentary questions and briefings reporting to the Chief Nurse

1.2.10. Be responsible for the development of others and maintain own professional development and horizon scanning to be aware of evolving national issues and ensuring that the teams work programme is response to demand area

1.2.11. Advise on the key drivers and initiatives in order to reform and support organisational change aimed at developing excellence in nursing and improve patient care

1.2.12. Work alongside the Regional Chief Nurse for NHSE/I

1.2.13. Engage with key strategic, regional and national partners to inform the development of policy and strategy

1.2.14. Identify examples of national and international best practice to ensure nurse education and training benefits from relevant innovation.

1.2.15. Develop and champion new initiatives or projects as necessary ensure key milestones and success criteria are clearly defined and measured.

1.2.16. Provide expertise guidance in areas of best practice, regulatory and stakeholder requirements, policy imperatives, innovation and technological development.

1.2.17. Operationally, manage the regional nursing team ensuring appraisal and objective setting are in line with HEE priorities, accountable for effective use of resources including work allocation, disciplinary and grievance matters etc.

1.2.18. Any other programmes of work as required by the Chief Nursing Officer for HEE

## 1.3. EPUT

1.3.1. Develop a research portfolio that engages Trust strategic priorities and the mental health nursing workforce

1.3.2. Provide leadership for the development and implementation of a strong nursing research strategy

1.3.3. Develop and maintain the successful functioning of a network of nurses engaged in research and development within the Trust.

1.3.4. Provide high level advice and support to the Director of Nursing and Medical Director with regard to developing nursing research capacity and performance reviews and management of the outcomes of the reviews.

1.3.5. Deputise for the Director of Nursing as required

## 2. Behaviours and values

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2.1. Provides leadership that promotes and sustains a positive and supportive culture across the organisation
2.2. Makes sure themselves and others work in a way that complies with legislation and trust policies and procedures on health, safety and risk management
2.3. Evaluates the extent to which legislation and organisational policies and procedures on health, safety and risk management have been implemented across the organisation and within, own sphere of activity
2.4. Takes ownership for improving and maintaining a healthy, safe and pleasant work environment
2.5. Ensures robust governance processes are developed and implemented that identifies potential risks and issues, enables positive actions and sharing of best practice
2.6. Identifies the processes and systems that will promote health, safety and security in the organisation
2.7. Work at all times in collaborative and partnership across health and care, continually promoting multi professional working
2.8. Uses plain language when carrying out duties
2.9. Aware of the impact of own behaviour on others
2.10. Driven by the needs of patients and service users.
2.11. Leads by example. Actively acts as a role model in own behaviour and fosters an inclusive culture
2.12. Champions the equality, diversity and inclusion agenda in accordance with legislation, policies, procedures and good practice both with HEE and through the wider influence
2.13. Constructively challenges and accepts constructive challenge from others
2.14. Empowered and enabled to deliver
2.15. Recognises that improved patient care is at the heart of all decision making
2.16. Makes highly complex decisions and has a clear reason for the decisions made
2.17. Actively promotes change and improvement and sharing of knowledge and information. Promotes a safe environment for exchange of views and ideas
2.18. Maintains the highest standards of integrity in all interactions

## 3. Skills and abilities

3.1. Encourages effective communication between all involved proactively seeking out different styles and methods of communication to assist longer terms needs and aims
3.2. Provide and receive highly complex, sensitive or contentious information and support delivery of such information to a wide range of differing groups at a national, senior level. This involves the use of the highest level of interpersonal and communication skills to anticipate barriers to communication and taking action to improve communication and promote understanding in highly difficult and emotive circumstances
3.3. Effectively represent the views of HEE and the professional in situations that require a high level of attention and complex decision making – this will require proactive engagement and the ability to negotiate and influence and command the respect of leaders at a national level.
3.4. Experience of creating and giving presentations to a varied group of internal and external stakeholders conveying complex concepts and where challenge is likely
3.5. Advanced keyboard skills
3.6. Builds strategic relationships across the health and care sector, education providers and regulators and actively develops and maintains these
3.7. Encourages best practice across the organisation with appropriate development and use of networks (i.e. the HEE Nursing and AHP network)
3.8. Successful negotiator and is persuasive in putting forward own view and that of the organisation
3.9. Articulates a vision for organisation and the nursing profession which generates enthusiasm and commitment from both employees and patients/wider public
3.10. Ability to prioritise own work effectively and be able to direct the activities of others assuming management of multiple business areas
3.11. Capable of effective planning over medium to long-term timeframes making adjustments and planning resourcing accordingly

3.12.      Ability to solve complex problems and respond to sudden unexpected demands

3.13.      Ability to understand a broad range of highly complex information quickly and making decisions where opinions differ/no obvious solution and Makes decisions where a range of possible actions may be available

3.14.      Anticipate the impact of economic, social, political, environmental and technological developments to ensure that programmes of work remain relevant and targeted

3.15.      Ability to travel regularly within England, requiring overnight stays. With occasional requirement for wider national or international travel to fulfil the portfolio

3.16.      Ability to work and make decisions autonomously Guided by principles and broad polices/regulations and take action based on own interpretation

3.17.      Is a role model for team in terms of delivery of high performance and instils a culture of high performance within team and develops ability in others to manage time effectively and respond positively and flexibly to differing workloads and priorities

3.18.      Is a role model for teams in terms of quality assurance and performance and instils a culture of high quality within teams.

3.19.      Excellent ability to exercise high levels of diligence when assessing or preparing documentation, especially when information is received from a variety of sources and may be conflicting

3.20.      Able to maintain concentration for a prolonged period of time e.g. checking documents, writing reports and analysing statistics

3.21.      Able to maintain concentration and work effectively in a climate where there is an expectation that work patterns will have a large degree of unpredictability


## 4.  Experience and knowledge

4.1. Track record of successful leadership of NIHR, MRC or other large scale competitive grant funding

4.2. Track record of publication in high impact peer reviewed journals

4.3. Extensive knowledge of the nursing and care workforce and services.

4.4. Significant experience at a senior manager level in the NHS

4.5. Proven ability to translate research activities into a clinical and organisational context

4.6. Knowledge of the Clinical Governance framework of the NHS (including Research governance), understanding of current changes in the organisation and management structures of the NHS and ability to act within these parameters

4.7. Comprehensive knowledge of project principles, techniques and tools, such as Prince 2 Foundation and Microsoft Project

4.8. Detailed knowledge of information governance including maintaining confidentiality and implementing data protection legislation requirements

4.9. Demonstrated experience of leading programmes in highly complex and challenging environments

4.10.      Experience of developing and implementing policy and programmes to support the delivery of team and organisational objectives and business plans

4.11.      Evidence of planning and delivering programmes and projects on time and within budget where impact of delivery extends beyond own area of work

4.12.      Significant experience of monitoring and running substantial budgets, business financial and planning processes

4.13.      Extensive experience of successfully operating in a politically sensitive environment with diverse stakeholder input

4.14.      Extensive knowledge of the structure and organisation of the healthcare education and training, the roles and responsibilities of stakeholders and the mechanics for workforce planning

4.15.      Clear understanding of the UK healthcare education and training system and of the legislative and administrative issues around education and training of the healthcare workforce

4.16.      Comprehensive experience of policy and service improvement development tools and techniques

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4.17.    Experience of identifying and interpreting national policy and researching best practice for realising policy objectives

4.18.    Experience and understanding of evaluating and measuring and reporting on performance drawing on complex information from a variety of sources

4.19.    Experience of managing risks and reporting


## 5. Qualifications and training

5.1. Registered Mental Health Nurse with current NMC registration

5.2. Educated to PhD level

5.3. Extensive knowledge of a range of specialist areas and highly developed subject matter expertise

5.4. Evidence of post-qualifying and continuing professional development

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