Chief Nurse

Department	Health and Community Services
Reports to	Director General Health and Community Services

Job purpose

To be the principal nursing expert and accountable professional lead in Jersey and to ensure strong leadership of all nursing and midwifery staff and the standards and quality of care they deliver.

Specific responsibilities

• The lead Director of Safeguarding

• To lead on clinical and corporate governance, risk management and legal compliance that enable the health service to measure and improve clinical quality, statutory compliance and standards.

• To take executive responsibility for the oversight, co-ordination and delivery of the legislation programme for the health service.

Statutory responsibilities

• Employment of States of Jersey Employees (Jersey) Law
• Public Finances (Jersey) Law
• Considers national policy and interprets highly complex policy decisions made on behalf of the organisation and interpret this for local implementation, e.g. NMC Standing Orders and Rules, NICE Guidance, NPSA Guidance, Human Rights and other appropriate legislation and legal guidance.

Services

• All nursing and midwifery, including workforce planning, education, learning and development
• Clinical governance
• Standards and infection control
• Practice development
• Royal College of Nursing convenor
• arms length

Leadership accountabilities

Customer and islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering an inclusive and outstanding customer experience to all customers and Islanders.
Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes.
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults on the island, by creating collaborative, efficient and joined-up public services where children and vulnerable adults can flourish in a healthy, safe, educational and social environment.
Finance and performance	Be responsible for significant delegated financial budget and resources ensuring that they all are allocated effectively for the delivery of intended outcomes in manner which demonstrates value for money and compliance with relevant policies and guidelines.
People management	Be responsible for optimising workforce capability, ensuring fair and transparent talent management and resourcing decisions, accurate workforce planning, and leading high-performing teams.
Partnership	Develop effective internal and external partnership and collaborative working to achieve the strategic vision of one island, one vision and one community.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation, statutory requirements and policy, within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within professional good practice and legal standards.
Jersey Standard	Be responsible for developing and sustaining the Jersey Standard, championing this across your groups and holding others responsible for achieving it in their area.

Executive traits and behaviours

Personal attributes

Makes the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
Sees things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Moves at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

Creating conditions for success

Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads teams, realises potential, creates a learning environment where diverse talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, holds people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

Job Evaluation Profile

Indicative Job Evaluation

Work level Strategic Implementation

Executive Leadership (Chief Executive)	Accountable for the strategy and performance of the States. Typically leads and integrates policy changes in what the results (services) should be and how they are delivered. Goals are broadly defined and assessed by the Chief Minister and States Employment Board.
Strategic Direction (Director General)	Post holders will be expected to think strategically, looking forward across a typical horizon of five years they will be required to scan the external environment and anticipate the impact of external forces. Thinking involves setting policy frameworks and objectives for others to ensure integration between function and sub-functions in pursuit of collective goals.
Strategic Implementation (Group Director / Director)	Thinking is associated with the variable application of policy locally. Post holders will be required to re-shape policy to fit within the local environment, turning functional policy into reality. Thinking goes beyond the year ahead and is required to be open to external influences.
Tactical Implementation (Director)	Post holders will be required to translate policies into operating procedures. Thinking is essentially concerned with the year ahead, although with a clear understanding of likely longer term developments. Solutions to problems will be designed to meet set objectives in line with the existing internal or external environments.
Operational Management (Head of Service)	Thinking is concerned with the interpretation and tactical application of policy to support local needs, i.e., how can policies be satisfactorily applied to a particular service area. In order to contribute to wider policy decisions, post holders will provide feedback on how policies impact locally.

Work type Expert and Advisory

Partnership roles	These roles identify and are responsible for the outcomes that need to be achieved to best meet the needs of the citizens and communities of Jersey. These roles are hybrids with shared accountability for outcomes but with little direct operational control. In order to achieve outcomes, these roles are required to work collaboratively with others, the most common example being commissioning staff that will monitor local partner activity in order to ensure the delivery of high quality results. At the lower levels, these roles undertake specific commissioning for discrete services. At the higher level, these roles set commissioning outcomes across a broad range of thematic services.
Delivery roles	These roles are the more traditional 'front line' service delivery roles. Here, post holders are directly accountable for performance, often through the direct controls of significant resources or through managed contracts. At the lower levels, operational managers may oversee a department or team. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.
Expert and advisory roles	These roles provide a broad service that set policy and provide advice to support and assure all of the organisation's day to day activities. They gather information required by other groups to make strategic decisions and translate this into corporate policy and strategic advice. They have little or no direct accountability for outcomes; however, what they are accountable for is the quality of advice they provide to business leaders. At the lower levels, these roles tend to focus on research and analysis and the interpretation and implantation of policies. At the higher level, post holders set strategy, develop policy and provide assurance across the organisation more broadly.