



Job Code (if applicable):	UK - 0125
Job Title:	Clinical Nurse Specialist – Gynaecology CNS
Submitting Institute/Division/Hospital:	Cleveland Clinic London-Hospital / 33GP
Submitting Department:	Nursing
HR Business Partner/ Generalist:	Guy Pemberton
Date Submitted:	12/4/2019
Effective Date:	1/1/1950

To be completed by HR Business Partner/HR Generalist or Submitting Manager

Is this job (check one): **Clinical** **Non-Clinical**

Is this job (check one): **Patient Facing** **Non-Patient Facing**

Job Profile Summary:

The **Clinical Nurse Specialist (CNS)** is a highly visible role model to all the nurses within the team and provides clinical expertise, addresses patients' health concerns and works to promote their health and wellbeing. Using their skills and expertise within their speciality, the CNS provides physical and emotional support to their patients, coordinates their care services, and informs and advises them on clinical and practical issues associated with their condition.

We are looking for a highly motivated Gynaecology Clinical Nurse Specialist to work within our nursing team. The candidate should ideally possess a minimum of three years' experience as a Gynaecology Clinical Nurse Specialist and be able to work independently. The role will involve the management of patients requiring surgical intervention for benign gynaecological diseases/complications in both the inpatient and outpatient setting.

The scope of this lead role is broad, working closely with Consultants in the development of the service, embedding and maintaining appropriate standards of care, pre-assessment, in-patient and follow-up care with patients post discharge. This position is also responsible for developing and implementing ongoing competencies and training using evidence-based methodologies that embrace person-centred care, the nursing professional practice model, and shared decision making.

Job Responsibilities:

Summary

- Puts quality at the heart of practice by delivering evidence based individualised and personalised care through holistic needs assessment, care planning and evaluation of care and all care interventions.
- Acts as an autonomous practitioner for a clinical caseload, throughout the patient journey working to coordinate care and provide easy access for ongoing support for patients and caregivers.
- Provides clinical expertise, specialist advice and support across service boundaries.

- Leads and initiates the nursing contribution to service development, ensuring the pursuit of excellence in care.
- Defines and initiates a clear care pathway, refers to other professionals and signposts to other agencies as appropriate.
- Leads on the development and review of policies and clinical guidelines, and serves as a resource for the application of nursing policies and procedures.
- Promotes self-management, risk stratifying patients into who can self-manage following education, those who will need guided support to self-manage and those who will require ongoing, face to face support, in order to support people to live with and beyond the patient's treatment.
- Designs, directs, implements and evaluates educational offerings based on knowledge, skills and learning levels of nursing staff and allied health professionals.
- Consults with individuals within Nursing Institutes and the community regarding professional nursing practice and roles.
- Assists in the development of department specific orientation and competencies. Assists departments in the orientation of staff.
- In conjunction with the senior team develop and monitor clinical and non-clinical performance standards being responsive to change and continuous quality improvement.
- Provides specialist education and training to caregivers involved in patient care.
- Promotes the service and clinical excellence by contributing to publishing and presenting innovations, audit and research locally, regionally and nationally.
- Performs other duties as assigned

Leadership & Collegiality

- Leads the development, management and promotion of the service, ensuring the delivery of high quality, person-centred care.
- Act as a role model, demonstrating high standards of care and providing clinical leadership to others.
- Promotes a culture that supports and enables self-management.
- Embeds patient and public involvement within the sphere of practice.
- Promotes the philosophy of person-centred care, co-creating care with people affected by disease.
- Collates and records quantitative and qualitative data to provide evidence of productivity, outcomes and quality, through audit and research, and provides the Department with an Annual Report demonstrating the evidence.
- Initiates regular Service Reviews in order to drive continuous service improvement.
- Leads on the implementation and monitoring of adherence to relevant clinical guidelines.
- Takes professional responsibility for ensuring effective communication between all caregivers across the care pathway.
- Actively participates in multi-disciplinary team meetings, senior management team meetings acting as patient advocate and representing nursing and service views.
- Ensures that people affected by disease are aware that they are interacting with, know the full range of resources and services available within and beyond CCL.
- Works collaboratively with the Department Institute Chair and Consultants to contribute expertise and experience and supports service priorities.
- Acts as a role model for excellent advanced communication skills and expertise.
- Demonstrates skills in conflict resolution and negotiation skills when dealing with difficult or challenging situations.
- Leads the development of patient focused education.

- Works across professional boundaries using creative reasoning and problem solving.
- Instigates and manages change within a complex environment.
- Promotes patient and public experience feedback through local initiatives to drive innovation and continuous improvement.
- Provides leadership in the professional practice and professional development settings

Coordination of Learning & Professional Development

- Leads on the development and delivery of education, training and competency for caregivers
- Coordinates and documents educational initiatives and activities.
- Promotes a positive learning and practice environment.
- Uses research to guide practice decisions, contributing the development of lifelong learning of self and others

Education:

- Bachelor's Degree in Nursing required.
- Post graduate qualification within specialty required.
- Recognised mentoring qualification required.
- Master's Degree strongly preferred, or working towards a Master's degree.

Certifications (Licensure):

- Nursing registration (First Level) through the Nursing & Midwifery Council (NMC) required.
- International applicants will need to attain NMC registration prior to taking up role
- Non-Medical Prescribing Course desired for specialty

Languages:

- Ability to speak and write in English is required.

Competencies (Complexity of Work):

- Within scope of job, requires critical thinking, decisive judgment and the ability to work with minimal supervision.
- Comfortable training clinical staff in class-room environment, including large class sizes on occasion.
- Must be able to work in a pressurised environment.

Work Experience:

Experience in autonomously managing and facilitating:

- Urogynaecological support, both surgical and conservative pelvic floor management.
- Adult patients requiring specialist services for pelvic pain associated with gynaecological complications and conditions.
- Specialist MDT Endometrial services.

- Preoperative preparation for gynaecological and urogynaecological surgery/investigations.
- Nurse-led new referrals and follow-up clinics.
- Nurse-led clinics specific to gynaecological CNS support services.
- CNS telephone support services.
- Gynaecological and urogynaecological multidisciplinary disciplinary team meetings.
- Experience in service development required.
- Excellent presentation and training skills required, with track record of delivering clinical training courses.
- Previous experience in private healthcare preferred.
- Minimum three years' experience working as a Gynaecology Clinical Nurse Specialist.

Personal Protective Equipment:

- Follows standard precautions using personal protective equipment as required.