

Job description

Job title:	Consultant Admiral Nurse – Frailty and Physical Health
Team:	Consultant Admiral Nurse Team, Delivered Services
Location:	Remote (some travel with overnight stays, flexible shift working, alongside potential weekend cover)
Hours of work:	37.5 hours
Contract:	Permanent, full time
Benefits include:	33 days (plus eight bank holidays) 8% employer pension contribution (Aviva) or access to continue NHS Pension Enhanced maternity, paternity, adoption, and shared parental pay Free health cashback plan Free employee assistance programme Learning and development commitment to staff Health and wellbeing commitment to staff
Reporting to:	Head of Consultant Admiral Nurse Services
Direct report/s:	NA

Background

Today, dementia is the leading cause of death in the UK. By 2025, more than one million people in the UK will be living with this often devastating condition. Millions of us will know someone living with dementia. Many will be directly affected it – as the incredibly difficult role of carer often falls to friends and family members.

Dementia UK is a values driven charity, providing specialist dementia support and advice for families through our Admiral Nurse service. Our nurses help people living with dementia stay independent for longer and support the people caring for them so that they will have the strength to cope with the bad days, and the energy to enjoy the good days.

We value our people so it's important for us to create a working environment that looks after our workforce, enabling everyone to achieve their full potential. You will become part of a diverse and dedicated team, working in an environment where you can collaborate, be respected and thrive.

Purpose of job

This is a senior clinical nursing role offering expert clinical advice and support to families living with complex issues associated with dementia, frailty and complex

physical health need. This will be a significant influencing role nationally to ensure that the needs of people with dementia, frailty and complex physical health need and their families are represented in key policy and research contexts.

This post has been developed to provide clinical advice and support by telephone, online and in clinics to families affected by frailty, complex physical health and dementia. The Consultant Admiral Nurse will be required to spend a minimum of 25% of their time offering specialist clinical advice and support to improve the experience of carers/families affected by dementia, frailty and complex physical health need. Referrals will be directed via the teams within our delivered clinical service where initial support and information will be provided. If the need for further support is identified, a referral can be made to the Consultant Admiral Nurse for Frailty and Physical Health.

This is a national Consultant Admiral Nurse post for frailty, complex physical health need and dementia. The role will raise awareness of frailty, and complex physical health need; influencing and driving national policy and developing specialist post diagnostic care for people living with dementia, frailty, complex physical health need and their families including supporting virtual wards where necessary. The successful applicant will be an ambassador for Dementia UK seeking out opportunities to raise awareness of frailty, complex physical health, dementia and Admiral Nursing.

The Consultant Admiral Nurse will provide strategic, professional, clinical leadership and consultancy in Admiral Nursing. The post holder will be expected to contribute to and influence education programs, to develop resources, to increase awareness and promote best practice in frailty, complex physical health need and dementia.

The Consultant Admiral Nurse will be an exceptional individual who can influence, lead and motivate staff at all levels as well as holding the ability to develop and lead on policy relating to frailty, complex physical health and dementia. The Consultant Admiral Nurse will exercise a high degree of personal and professional autonomy, have an ability to reach complex and critical judgements and have decision making skills to satisfy the expectations and demands of the job.

The Consultant Admiral Nurse will work collaboratively across boundaries with partner providers of health and social care to provide specialist advice for people living with frailty, complex physical health and their families; educating other Admiral Nurses across the health and social care sector, disseminating high quality education and research to other professionals.

The Consultant Admiral Nurse for Frailty and Physical Health will work closely with the Consultant Admiral Nurse for frailty and the wider team of Consultant Admiral Nurses.

Key accountabilities and responsibilities

This post holder will provide up-to-date clinical advice, support, liaison, education and development to other staff/agencies/nursing students and use the Admiral Nurse Competency Framework to support the development and articulation of their expert practice. They will provide a service for families facing frailty via referrals from delivered clinical services at Dementia UK. In addition, they will provide best practice advice on frailty and complex physical health need to support the wider Admiral Nursing Community regarding the issues experienced by people with dementia and their families.

The Consultant Admiral Nurse will have a key function in developing, evaluating and auditing their role and service.

Expert clinical practice

The Consultant Admiral Nurse will function at an expert level of theory and practice, having a breadth of knowledge and skills in areas relevant to dementia. The post holder will:

- Act as an expert practitioner demonstrating specialist knowledge and skill including the integration of research evidence into practice by expert clinical reasoning and decision making
- Utilise advanced clinical reasoning skills and evidence-based knowledge in the assessment, treatment and case work of families living with the effects of frailty, physical health need with highly complex presentations
- Demonstrate complex clinical decision making in relation to care, risk identification and management, and provide support and guidance to their family
- Provide expert and high-quality nursing care, using a range of evidence-based interventions, in the assessment, planning, delivery and evaluation of care for people living with frailty, complex physical health and their family
- Liaise closely with multidisciplinary/multi agency teams/ virtual wards, as required in relation to the care of families affected by frailty, complex physical health to interpret and analyse complex clinical and non-clinical data
- Access relevant clinical supervision and provide supervision for less experienced practitioners of all professions
- Practice at all times within the legal and ethical framework set out by the NMC code of professional conduct and other relevant legislation such as the Mental Capacity Act, Mental Health Act and Safeguarding procedures

- Uphold and demonstrate high professional standards at all times

Professional leadership and consultancy

The Consultant Admiral Nurse will provide professional leadership; and communicate and support the delivery of a vision for high quality nursing care for people living with frailty, complex physical health and dementia and their families. They will be a senior member of the delivered services team and will adhere to and influence professional nursing practice developments. The post holder will:

- Act as an expert resource and provide advice on nursing care in relation to clinical interventions, policies, service development and delivery for people living with frailty, complex physical health and their families
- Demonstrate competency in applying relevant areas of nursing expertise strategically within a multi professional education arena e.g. under and post graduate nursing courses. This will include the use of analytical thinking, decision making, leadership and other specialist skills to work with others towards the goal of improving the quality of the experience of people living with frailty, complex physical health and their families
- Provide consultancy to developing services locally and nationally, as well as within Admiral Nursing
- Demonstrate the ability to provide highly complex or sensitive information, where developed persuasive, motivational, negotiating, empathetic and/or reassuring skills are required
- Be acknowledged as an expert professional leader, act as a role model and provide clinical supervision as deemed appropriate to staff groups
- Develop and sustain clinical networks to support the specialism locally and engage with networks nationally to share knowledge and expertise
- Contribute to maintaining and the development of Admiral Nursing standards
- Provide motivation and encouragement to all staff to review their practice and support innovation and change
- Identify and disseminate legal and ethical implications for practice
- Actively participate in Dementia UK's clinical governance arrangements
- Support, contribute to and/or lead the implementation of relevant strategies, policies and performance measures

Practice and service development and evaluation

The Consultant Admiral Nurse will have a significant role in clinical practice and service development to affect improved outcomes and health gain for people living with frailty, complex physical health and their families. The post holder will:

- Ensure the service delivery and future development is implemented in accordance with best practice and Dementia UK policies
- Lead on the identification of an agreed service model and work in partnership with teams within delivered services and relevant clinicians to further develop nurse-led dementia services
- Contribute to the identification of clinical governance standards and objectives and support their implementation
- Be responsible for contributing towards the professional development of Admiral Nursing, support staff and students
- Identify evidence-based models of care relevant to dementia services in order to plan, monitor and evaluate the implementation of agreed models and continually demonstrate through their own practice the integration of nursing theory and practice
- Provide clinical supervision and clinical support to other Admiral Nurses and clinicians as required on an individual and or group basis

Education, training, resource development and research

The Consultant Admiral Nurse will make a significant contribution to the development of education and development in the field of dementia and to the evidence base within this field of practice. The post holder will:

- Develop and deliver teaching and development programmes to Admiral Nurses in liaison with the other Academy Team colleagues
- Identify skills, competencies and training needs of nursing and support staff
- Organise and participate in webinars and conferences for and on behalf of Dementia UK
- Critically appraise the outcomes of research in dementia services, using findings to inform the strategic direction of services and advise colleagues of relevant findings
- Disseminate new and innovative practice and quality care initiatives with colleagues

- Participate in collaborative research activity at local and national levels in areas relevant to dementia
- Provide clinical supervision via a Practice Action Learning set model to a group of Admiral Nurses
- Develop frailty and physical health related resources in line with Dementia UK and Consultant Admiral Nurse strategy objectives

Communication

The post holder will be expected to:

- Deliver specialist advice, support and therapeutic interventions to people with living with frailty, complex physical health and their family in a manner which they will understand and relate to.
- Produce written communication of highly complex and sensitive information including, reports, policy documents, written critiques of literature, evaluation, research and consultation documents.
- Carry out public speaking at conferences, reporting of research and audit findings of a complex nature, teaching and dissemination of knowledge and information
- Be frequently involved in negotiating with various disciplines, various levels of management, clinicians and with people with dementia and their families
- Manage and diffuse distressing and emotional situations in a sensitive manner with people living with frailty, complex physical health and their families, often at times when they have difficulty communicating or understanding

General

- a) Actively promote the core values of Dementia UK whilst working towards achieving the strategic objectives of the charity.
- b) Have a strong working knowledge of Dementia UK's vision, mission and impact.
- c) To undertake all duties in line with the Dementia UKs policies, procedures and regulations ensuring that the work undertaken actively promotes equality, diversity and non-discrimination.
- d) Undertake any other duties related to the job purpose and which may necessary, as required.

This job description is not exhaustive and is subject to change in accordance with business need.

Person specification

Essential			
Qualifications, knowledge, skills, and experience			
Criteria	Application	Test	Interview
Registered General Nurse (RGN/RN) or Dual Registered RGN/RMN	X		
Educated to, or working towards Master's degree in a health and social care subject or equivalent qualification or experience	X		
Extensive clinical experience of working with adults with frailty, complex physical health and other long-term conditions and their families.	X		X
Expert skills in the area of frailty and complex physical health nursing (comprehensive assessment, care and treatment)	X		X
Depth understanding of the evidence base and research in the area of frailty and complex physical health nursing	X		X
Evidence of advanced communication skills - and a willingness to discuss and negotiate issues and ideas	X		
Excellent IT literacy	X		X
Ability to present the Consultant Admiral Nurse role nationally	X		X
Expert practitioner and knowledge of dementia and therapeutic working with families and organisations	X		X
Application of sources of research and research methods to evaluate and enhance practice	X		X

Experience of designing and delivering learning to a broad range of professionals	X		X
Demonstrate mentoring and problem-solving skills	X		X
Ability to work as part of a team and autonomously and the ability to work with internal and external stakeholders	X		X
Ability to translate theory into clinical practice outcomes and evidence	X		X
Change management skills	X		X
Experience of providing clinical supervision	X		X

Desirable Qualifications, knowledge, skills, and experience		
Criteria	Application	Interview
Leadership Qualification	X	
Evidence of workforce development	X	X
Experience of developing and managing projects	X	X
Experience/understanding of evaluation or audit	X	X
Admiral Nurse	X	
Recent / current acute care experience	X	X
Evidence of recent continuing professional development	X	
Relevant teaching qualification / presentation and teaching skills	X	
Knowledge of relevant national policy and practice initiatives	X	X
Leadership ability and experience	X	X

Knowledge and interest in research methods and methodologies	X	X
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Personal attributes		
Criteria	Application	Interview
Excellent communication and interpersonal skills		X
High level of credibility as a nurse and leader	X	X
Calm under pressure with an ability to work in a dynamic environment, dealing with conflicting priorities		X
Excellent Team-working skills	X	X
Highly organised with excellent planning skills	X	X
Able to build and maintain relationships	X	X
A highly motivated self-starter, able to work autonomously with minimum supervision		X
Ability and willingness to travel on behalf of the Charity, including overnight stays as required		X
Ability to support families affected by frailty, complex physical health with respect and dignity, adopting a culturally sensitive approach which considers the needs of the whole person		X
Presence and confidence to act as an ambassador for Admiral Nursing and Dementia UK		X

Our values

Compassion
 Collaboration
 Integrity
 Ambition