



NURSING PROGRAMMES MANAGER (INNOVATION)

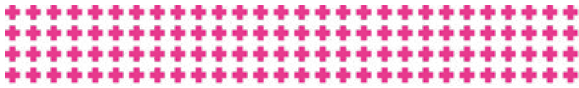
RECRUITMENT PACK



The Queen's Nursing Institute
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Professor John Unsworth OBE, Chair; Dr Crystal Oldman CBE, Chief Executive
Charity number 213128 Founded in 1887

We believe in the best possible nursing for patients at home and in the community; we work with nurses and decision-makers to make sure that good quality nursing is available at home for everyone when they need it.



ABOUT THE QNI

The QNI is the independent voice of community nursing in England, Wales and Northern Ireland, striving to influence health and care policy and supporting the nursing workforce, to ensure that people are provided with the best possible nursing care in their homes and communities, whenever and wherever that care is needed.

MISSION

The QNI is dedicated to improving the nursing care of people in the home and the community. We promote excellent nursing care for everyone, where and when they need it, provided by nurses and their teams with specific skills and knowledge.

VALUES

Excellence: in nursing, supported by innovation and evidence.

Inclusivity: promoting and valuing equality and diversity in all that we do.

Partnership: with people, organisations and policy makers, ensuring individuals, families, carers and communities are at the heart of all we do.

Independence: using data and intelligence to provide an independent voice.

Advocacy: championing the unique contribution of all community nurses.

Legacy: cherishing our history whilst supporting innovation and new ways of working.

Integrity: living our values and challenging inequalities.

STRATEGIC PRIORITIES/GOALS

Influence

1. **Policy Influence and Development:** to improve the health and wellbeing of individuals, carers, families and communities by influencing local, national and international policy, including through the use of the nurse's voice.

2. **Data and Evidence:** to provide independent intelligence about nursing in the community and primary care that is relevant and needed.

Quality

3. **Innovation and Quality Improvement:** to improve nursing practice in the community through developing, testing and evaluating innovative approaches to care.

4. **Standards:** to set national standards for nurse education and practice in community settings, which are recognised across the profession, educators and service providers.

Voice

5. **Role models and Leaders:** to develop, promote and support excellent and diverse nursing leaders and role models and to empower nurses to raise their voice and articulate their value.

6. **Support for Nurses:** to support the wellbeing of all community nurses, whether working or not, by listening and responding to their personal and professional needs.



OUTCOMES

Influence

The QNI is the organisation that is called upon to contribute to national policy development and implementation when shaping nursing services in the context of a wider health and social care system.

Quality

Evidence from the QNI regarding quality improvement and standards is used to inform policy, research, practice and education and is recognised at all levels in the system.

Voice

A diverse community of Queen's Nurses and others in the QNI networks successfully lead innovation and change, challenge inequalities and make a positive difference to the care of individuals, carers, families and communities.

WELCOME FROM THE CHIEF EXECUTIVE



Dear Applicant,

Thank you for your interest in the post of Nursing Programmes Manager (Innovation) at the Queen's Nursing Institute. This role is crucial to our work.

This role has responsibility working to Director of Nursing Programmes (Innovation and Policy) for supporting the business development, delivery, and further development of our innovation programme as well as other bespoke professional development courses that the QNI provides.

The QNI's Community Nursing Innovation Programme is career changing. The learning and development gained in the supportive environment of a QNI innovation programme enables nurses to reach their true potential and inspire them to take their career to the next level. It also helps drive improvements in the service they work for and benefits care for individuals, families, carers and communities. Since 1990 the QNI has seen over 350 innovative projects across the whole range of community nursing specialisms in England, Wales and Northern Ireland. Sharing the results of these projects helps to drive improvements in knowledge and practice. Often, these funded projects become part of mainstream services.

The QNI is currently at an exciting and crucial crossroad as it seeks to serve community nurses across the wide sectors within which they work, and we are looking for someone who has willingness to think strategically and act entrepreneurially; being able to participate in the delivery and business development of the work we do.

You would be joining a leading professional nursing charity at a very exciting time and where the attention of government policy is increasingly focussed. Community is where most people receive their care, with more than 90% of all clinical contacts taking place in a community setting. It is the aspiration of the central and all devolved governments to support more people to be cared for at home and the QNI's work provides the data, intelligence and insight from our networks and from our research to assist in realising this aspiration.

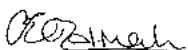
Our values of excellence, inclusivity, partnership, independence, advocacy, legacy and integrity underpin the strategic plan 2021-25 which is included in the pack.

We believe we are in a strong position to challenge and 'speak truth to power' with the independent evidence we deliver.

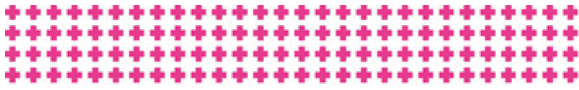
During the pandemic we have been a leading voice for nurses working in the community and influencing the policies concerning the delivery of care in a wide variety of community settings, including in the home, GP surgeries and care homes. Many of our 2000 Queen's Nurses have spoken in the media over the last two years about their work and the ways in which they are supporting individuals, families, and communities during this most challenging time.

If you would like to discuss the role, please do contact me or Amanda Young, Director of Nursing Programmes (Innovation & Policy), either of us would be happy to speak to you in more detail. We very much look forward to hearing from you.

Best wishes

A handwritten signature in black ink, appearing to read 'Crystal Oldman'.

Dr Crystal Oldman CBE, Chief Executive



JOB DESCRIPTION

POST TITLE: **Nursing Programmes Manager (Innovation)**

RESPONSIBLE TO: Director of Nursing Programmes (Innovation & Policy)

HOURS/SALARY: 35 hours per week, £46,300

BASE: Central London (W1G 0LZ) – we are currently testing hybrid working and we ask employees to attend our London office with their core team for one day every two weeks as well as other occasional key moments such as away days, inductions and training that is more effective in person. The role will also require travel and attendance at external meetings, conferences and key events as appropriate.

OVERALL JOB AIMS:

The role supports the development and delivery of the QNI's portfolio of Innovation Programmes in partnership with the Director of Nursing Programmes (Innovation and Policy). The role also includes the creative development and delivery of bespoke professional development programmes.

SPECIFIC RESPONSIBILITIES AND DUTIES:

Organisational Support and Innovation Work:

1. To deputise for the Director of Nursing Programmes (Innovation and Policy), including at external events and meetings.
2. To contribute to the day-to-day operational management of the QNI Innovation Programmes. This includes contributing to all programme business development, planning, delivery and support of the Innovation Programmes under the supervision of the Director of Nursing Programmes (Innovation and Policy).
3. Under the supervision of the Director of Nursing Programmes (Innovation and Policy) to build our innovation programme into a core revenue stream for the QNI by exploring and maintaining different partnership opportunities with external organisations and their practitioners.
4. Under the supervision of the Director of Nursing Programmes (Innovation and Policy) to supervise and ensure quality control of the innovation programme and the QNI practitioners supporting it, to ensure it is rigorous both in terms of providing a learning opportunity for those who undertake it while also ensuring projects and their outputs have appropriate rigour for publication.
5. To support the delivery of the QNI Innovation programme, supporting project participants to achieve the objectives set within their projects, and assist with planning, organising and developing the professional development programme associated with the programme.
6. In partnership with the wider QNI team and the commissioning organisations, plan, develop and deliver innovative bespoke professional development programmes.

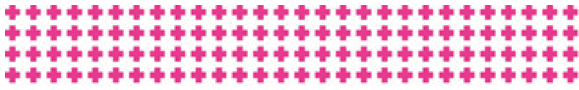
Wider Professional Responsibilities:

7. To maintain awareness of the external environment in order to contribute to the professional work of the Queen's Nursing Institute and work with the Director of Nursing Programmes (Innovation and Policy) to respond in a timely and proactive way to opportunities and new initiatives relating to community nursing and primary care.
8. To contribute to and support the wider work of the QNI, Innovation and other events; to include but not limited to the QNI annual conference, the annual all Queen's Nurse day and the annual QNI Award ceremony.
9. Maintain regular contact with community nursing practice, to inform QNI activity, policy work and projects.
10. To champion community nursing and primary care, from planning the evidence gathering to the launch of the initiative, engaging with relevant external stakeholders as appropriate.
11. Provide support to the practice development team and contribute to Queen's Nurse programmes. This may involve liaison with regional leads and offering regular QNI updates at the regional meetings as well as at times the development of a purposeful, planned relationship between regional Queen's Nurse Leads and the National Garden Scheme regional and county organisers.
12. Where appropriate to support the QNI's programme of external conference attendance as an exhibitor, for the purpose of promoting the work of the charity.
13. To contribute to the dissemination of the QNI's work through attendance and contributions at external meetings and conferences as appropriate; and to work with the Directors of Nursing Programmes in maintaining a high profile for the QNI.

This job description will be regularly updated to reflect any changes in the level of responsibility, or duties associated with the post. Any updates or changes will be discussed with the post-holder.

This job description represents a summary of the main responsibilities of the post and is not meant to be exclusive.

NOTE: The QNI is a small organisation and it is important that the post holder should be prepared to be flexible and undertake such diverse activities as shall from time to time be necessary.



PERSON SPECIFICATION

Criteria		Essential (E) / Desirable (D)	Assessment
Qualifications	Registered Nurse First degree (or equivalent) Postgraduate qualification Substantial experience of working in primary care and/or community nursing settings as a qualified nurse in an autonomous role Experience of working in the voluntary sector	E E E E E	Application form/ Interview
Skills & Knowledge	Knowledge and awareness of the current policy issues influencing the primary care/community nursing practice environment in the UK Good leadership and people management skills Experience of delivering time-limited projects and working within an innovation project as part of a team Excellent written and verbal communication skills Experience of public speaking Experience of teaching / leading workshops and face-to-face training sessions Experience of evaluation/demonstrating impact of innovation projects Experience of budget management Excellent web and IT skills; self sufficient in these areas Experience of engagement/user involvement work Good analytical skills particularly with regard to impact	E E E E E E E D D D D	Application form/ Interview
Personal Qualities	Ability to work self-sufficiently across a range of duties Ability to work to deadlines and defined outputs Excellent organisational ability Able to work effectively and collaboratively in a small team Committed and enthusiastic Able to communicate with people at all levels Able to prioritise, with an organised methodical approach to work Demonstrable commitment to diversity and equality Willingness to travel to external events, sometimes involving occasional overnight stay within the UK	E E E E E E E E	Application form/ Interview

OUR BENEFITS

Supportive Team

We are genuinely committed to living our values of excellence, inclusivity, partnership, independence, advocacy, legacy and integrity. Many of us have been at the QNI for a long time and part of that is the value we place on being part of a team, both celebrating achievements but also supporting individuals through tougher times. At the core to this are our values which we believe come from our roots of having set up the first District Nurses in Liverpool 135 years and now live on in all nurses working in community. We believe one of the biggest reasons you would want to join us is the experience of working as part of our team.

Holiday

Full time staff are entitled to 25 days paid holiday. In addition, the QNI will be closed between Christmas and New Year, affording staff an additional 4 days' leave. In addition to the annual entitlement, staff are eligible for paid leave for all statutory and public holidays.

Workplace Pensions

The QNI has a generous workplace contribution scheme set at two levels. On the basis of a contribution by the employee of 3% it will make 6% contribution, similarly on a basis of a 5% contribution it will make a contribution of 10%.

Hybrid Working

While formally the place of work for our employees is our office at 1A Henrietta Place, London W1G 0LZ, we are currently testing hybrid working. This means that full-time employees are expected to be in the office one day every two weeks for their team. We are testing this through to October and whatever the outcome of the testing we would expect some form of flexible working to continue into the future.

Team Away Days

We gather as a full team at least four times a year. This is an important part of our work to celebrate the work we have done, an opportunity to knowledge share and input into future plans together.

Season Ticket Loan

We provide an interest-free season ticket loan.

APPLICATION PROCESS

We welcome applications from nurses who work in a number of contexts, including those in front line practice as well those who are academics who can demonstrate the skills and competencies to undertake the work.

The deadline for applications is **Wednesday 11th January 2023 at 8am**. The method of application is via a CV and tailored supporting statement explaining how your skills, knowledge and experience fit the job description and person specification, along with your motivations for applying. Please email your application to christine.widdowson@qni.org.uk.

First interviews - which will be online - will take place on **Tuesday 17th January 2023**. Please advise us if you are unavailable on that date. We may if appropriate arrange a second round of interviews, which would be held on **Thursday 26th January 2023** in our London office.

If you wish to speak to our CEO about the role, please email crystal.oldman@qni.org.uk until 22nd December. The QNI office will be closed from 5pm on 22nd December, reopening on Tuesday 3rd January. Please contact christine.widdowson@qni.org.uk from 3rd January if you wish to speak to our CEO or the Director of Nursing Programmes (Innovation & Policy) about the role.