

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Consultant Nurse/AHP, Cancer Services |
| **Reports to** | Lead Cancer Nurse |
| **Clinically accountable to** | Oncology Lead |
| **Band** | 8B |
| **Department/Directorate** | Specialist Division |

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| **JOB PURPOSE** |
| Provide clinical and strategic leadership as a senior member of the specialty team.  To be the consultant responsible for a cohort of cancer patients (Urology patients) provide advice or intervention as an autonomous and expert practitioner with advanced nursing/therapy skills to patients with complex needs elsewhere on the cancer pathways.  The post-holder will act as a liaison across the Trust to facilitate the development of a co-ordinated service for patients with cancer, linking with acute oncology and supportive and palliative care.  To lead and participate in research and evaluation concerned with cancer or advancing practice in the Trust and in collaboration with academic institutions, professional or advisory bodies.  In collaboration with Multi-Disciplinary Team colleagues actively promote and engage teams in contributing to the Clinical Governance agenda and wider quality improvement work.  **K** |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| Independently receive adult Urology oncology referrals direct from the Urology MDT, for patients requiring curative or palliative treatment - neo-adjuvant; adjuvant; locally advanced or metastatic disease – implementing and managing treatment pathways for urology cancer.  To be an autonomous and expert practitioner with advanced nursing/therapy skills in the treatment of patients with cancer, providing a clinical service and also leadership as a senior member of the specialty team.  Lead the development of the non- medical advanced practice within the oncology speciality.  The post-holder will work across the Trust to facilitate the development of a co-ordinated service for patients with breast cancer.  To lead and participate in research and evaluation concerned with cancer or advancing practice in the Trust or in collaboration with academic institutions and professional or advisory bodies.  In collaboration with Multi-Disciplinary Team colleagues actively promote and engage teams in  contributing to the Clinical Governance agenda and wider quality improvement work. |
| **KEY WORKING RELATIONSHIPS** |
| Areas of  Responsibility:  The post is structured around four key functions, which exemplify the role:  1. Professional Leadership and Consultancy  2. Expert practice  3. Education and Development  4. Practice and service development linked to research evaluation.  The Consultant Nurse or Therapist is responsible for setting and implementing the strategic vision for professional practice in cancer and will contribute to wider developments across the Trust as a senior practitioner within the corporate team.  No. of Staff reporting to this role: 1    The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis  In addition, the post holder will deal with the wider healthcare community, external organisations and the public.  This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Executive Team * Senior Leadership Team * Specialty leadership team * Governance Managers * Clinical & non-clinical staff | * Patients * Parliamentary and Health Service Ombudsman * Cancer Alliance * NICE   CCG / SCG | |

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| **ORGANISATIONAL CHART** |
| Associated Nurse Director  Lead Cancer Nurse  Oncology Clinical Lead  Senior Nurse Cancer Services  Lead CNS – ESC  Consultant Nurse  Oncology Consultants  ANP – Acute Oncology  Professional supervision of Uro-Oncology Nurse Specialist |
| **FREEDOM TO ACT** |
| The post-holder is a clinical leader within a specialist cancer service working as an expert autonomous practitioner and as a peer with other consultant clinicians.  Work as an independent expert and autonomous practitioner in the field of cancer services;  accepting and making referrals, admitting, transferring and discharging patients from and to a range of  services across the health and social care community.  Assume lead responsibility for non-medical led cancer clinics providing advanced level assessment  and interventions for associated conditions and secondary prevention.  Maintain own competencies in line with Trust policy for Advanced Clinical Practices. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| To represent the Trust externally on local and national issues within the area of expertise.  Work in partnership with social care, voluntary and independent sector colleagues to promote service developments and best practice in cancer care.  Work collaboratively within and outside the organisation, at a local, regional and national level to influence the allocation of resources for cancer.  Work with communications teams to promote the provision of local, high quality cancer services.  Working closely with the Trust communication services, address the media on matters relating to local cancer services and within the remit of the post holders’ national profile on issues relating to cancer at a national level.  Articulate and utilise methods that best promote effective interdisciplinary/ inter-professional  working.  Lead in the development of multi-professional education programmes and training relating to cancer at pre-registration and post-graduate levels. This will involve working with various academic institutions and crossing organisational and speciality boundaries.  Provide and deliver highly complex and sensitive information within the urology cancer pathway, this will also include delivering bad news or withdrawing treatment  Be expected to communicate nursing, AHP and Care Group related information to senior managers and clinical teams both internally and externally. Some information shared will require well developed negotiation and persuasive skills as information shared may be sensitive and may generate conflicting views  Articulate the risks and benefits of new developments in urology cancer care.  Disseminate outcome information in a manner that promotes debate and involvement of all relevant practitioners. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| Critically assess skill mix and team structures and explore further opportunities to improve the quality and cost-effectiveness of patient care.  Constantly and systematically monitor and evaluate the effectiveness of patient care. Actively promote patient centred cancer care at all levels of the organisation, clearly articulating the benefits, or in its absence, the consequences.  Within the specialist clinical teams, monitor team dynamics and develop systems of support and facilitation to resolve difficulties or challenges and promote expert and effective care delivery.  Recognise, assess and lead on the development of strategies to meet the educational needs and expectations of patients and carers.  Through education, supervision, guidelines and change management, support others to deliver appropriate strategies for patient education. Monitor and evaluate the effectiveness of approaches.  Reflect on and analyse own education and development outcomes, enabling others to learn from them.  Ensure that cancer services are adjusted or changed in response to evaluation outcomes and other evidence for best practice as it becomes available.  Review practice including presenting patients within the breast MDT, including outlining treatment plans. This may involve differences of clinical opinion requiring negotiation skills and analytical review of evidence-based practice  Provide patients with suitable treatment options, providing clinical judgement to aid the patient decision making process. The will require in-depth knowledge of treatment including toxicity profile to ensure the patients can make an informed choice |
| **PLANNING/ORGANISATIONAL SKILLS** |
| Plan a deliver educational events supporting a wide range of healthcare professional training, requires coordination with external and internal providers  Independently receive adult oncology referrals direct from the site-specific MDT, for patients requiring neo-adjuvant; adjuvant; locally advanced or metastatic disease and to then implement treatment pathways for management of the cancer.  High level of organisational skills required to ensure patients are seen within a timely manner, including booking of treatment and monitoring of toxicities on treatment  Ensures there is effective use of all resources available within the area and that services are provided to the quality and quantity required within agreed resources |
| **PATIENT/CLIENT CARE** |
| Provide a consultancy function for patients, fellow professionals, organisations and services allied to health and social care.  Clinical leadership encompasses the whole service pathway but clinical accountability is focused on a designated cohort of cancer patients.  Perform clinical examination, order and interpret tests or investigations and conduct systematic assessment to inform diagnosis and the clinical management plan.  Provide an expert level of intervention to patients and carers carrying a caseload and responsibility for cancer pathways.  Provide clinical assessment, advice and intervention within the scope of practice for cancer patients in hospital, clinic, residential care and domiciliary settings. |
| **POLICY/SERVICE DEVELOPMENT** |
| Articulate the significance and potential impact of government policies, authoritative guidance and emerging evidence as they relate to practice and its development. Inform and influence local and national policy development through clear articulation of patient and service needs.  Lead the development of operational or clinical policies and procedures to support practice in services providing for people with cancer. This will involve working closely with clinical governance teams and crossing organisational, professional and speciality boundaries.  The post holder will: Lead, develop and evaluate education and practice development strategy in support of cancer and advanced professional practice.  Lead on practice development for oncology and implement work-based learning in all areas across the cancer pathway.  Take a lead role in developing education and support networks at a local, regional or national level.  Demonstrate collaborative leadership within networks and assume a lead role in co-ordinating service development for cancer across organisations within the local health community.  Be responsible for ensuring that outcomes are agreed in partnership with relevant stakeholders, and in line with the policies of each Trust, for robust evaluation of cancer services and developments.  Promote understanding and development of the consultant nurse and AHP role through an identified evaluation strategy.  Contribute through professional and advisory bodies to national and international developments in best practice.  Provide professional and clinical leadership in the development and implementation of strategies and policies related to cancer across Royal Devon University Healthcare NHS Trust and also at a national level, within professional networks and advisory bodies  Responsible for developing and implementing appropriate oncology / cancer policy within Royal Devon University Healthcare NHS Trust |
| **FINANCIAL/PHYSICAL RESOURCES** |
| Develop business plans and lead on projects for strategic development, providing support for management teams and clinical leads of Divisions responsible for the delivery of services to cancer patients and their careers.  Prescribe medicines as a supplementary and independent non-medical prescriber in hospital and community settings, ensuring medications prescribe are cost effective.  No direct line budget management, has delegated management / authorised signatory for access to educational budgets  Lead on the selection, procurement, monitoring and evaluation of specialist stock and consumables ensuring that safe yet cost-effective practices are upheld within breast oncology.  Ensure financial and budgeting requirements are met for the service, including cost savings and cost efficiency targets.  Contribute to Trust sustainability and transformation strategies by identifying invest to save schemes, income generating activities or reducing cost within own clinical area |
| **HUMAN RESOURCES** |
| Provide effective and empowering professional leadership to multi professional staff working within specialist teams across the defined health and social care community  Lead the development of new or extended roles, providing career opportunities within the specialist service and thereby help to recruit and retain experience staff.  Identify education, training and development needs of self and colleagues, across all professions and organisations, in relation to cancer care delivery.  Teach on pre and post registration courses within the Trust or at academic institutions.  Publicise good practice and promote shared learning across organisations through publication or presentation at local, regional and national conferences, networks or other media.  Set and identify core competencies for staff working in the field of cancer care in line with the knowledge and skills framework and support line managers in utilising these for the purposes of staff development reviews.  As the senior non-medical clinician and lead nurse consultant for cancer, assist the Oncology Clinical Lead, Lead Cancer Nurse and managerial team in supervising and monitoring the strategic and clinical development of cancer services across the Trust.  Managerially responsible for Oncology Advanced Practitioners.  Responsible for professional leadership, development, support and supervision of the nurses, therapists and junior doctors within the specialty. |
| **INFORMATION RESOURCES** |
| Records own clinical activity using EPIC to maintain timely and accurate patient records on a daily basis.  Manages and modifies a clinical database of risk stratified diagnosed breast cancer patients to maintain patient safety by early identification of patients at risk of progression or recurrence of cancer.  Input clinical and performance outcomes into EPIC to ensure accurate recording of patient waiting times and performance.  Designs Patient Information Leaflets (PILs) and shares links to relevant and evidence based clinical information with patients as appropriate ensuring information is accurate |
| **RESEARCH AND DEVELOPMENT** |
| The post holder will: Provide credible research leadership in support research, audit and user involvement strategies to develop high quality, patient focused cancer services in which the practice and service are rigorously managed, monitored and evaluated. Anticipated research audit will comprise of 20% of the role  Within a research or practice development context, explore and extend the boundaries of practice within the specialist field, clarifying the nursing contribution, and identifying where changes in clinical practice can lead to better outcomes for patients.  May hold an honorary contract for teaching, research or curriculum development with local academic and research institutions  Be responsible for analysing and interpreting research that is relevant to cancer practice in order to inform practice, service planning and clinical governance within the Trust or to make practice recommendations at a national level within professional and advisory bodies.  Initiate, lead or participate in new research in conjunction with the Research Development Unit, academic institutions or regional and national research networks.  Perform rigorous, critical and systematic appraisal of research before applying it to practice.  Initiate and lead audits to monitor standards and quality of care against national guidelines.  Utilise research and audit findings to support practice development. |
| **PHYSICAL SKILLS** |
| Use of IT equipment.  Clinically adept at undertaking a wide range of high-risk procedures which require concentration and the use of fine motor skills.  Be able to respond quickly, accurately and professionally in emergency situations and when working under challenging circumstances.  Ability to perform clinical breast examinations. |
| **PHYSICAL EFFORT** |
| Combination of sitting, standing and walking is required.  May be required to move and handle objects in line with Trust guidelines using appropriate aids.  Moving patients without mechanical aids, facilitating breast examination within clinics 4 times a week. |
| **MENTAL EFFORT** |
| Work patterns are frequently unpredictable with regular interruptions, some requiring urgent / immediate response.  Effectively communicate highly complex information to patients/MDT/wider HCP’s at all stages of disease on a daily basis.  Concentration required daily in relation to:  o Assessing patients  o Advising on treatment across trajectory of disease  o Early recognition of potential clinical incidences  o Producing timely and accurate information and communicating to relevant healthcare professionals  o Interpreting microbiological data  o Analysing and evaluating audit material  Prioritise and adopt a flexible approach to service demands which are constantly changing on a daily basis. |
| **EMOTIONAL EFFORT** |
| Provide emotional and psychological support to patients/carers in coping with their disease / treatment / management, on a daily basis, demonstrating extensive experience of presenting issues and support services available.  Frequent need for breaking bad news and/or holding challenging conversations, requires advanced communication skills sensitivity and empathy supported by the ability to check patients understanding at key stages.  Regularly support and communicate with patients who may tend to be angry, hostile and emotional. Possess the skills to diffuse difficult situations in an effective manner and be a point of escalation for the wider team.  Frequently assess patients with psychological, emotional and body image issues with empathy and compassion.  Work in an emotionally upsetting and demanding capacity which requires regular personal and professional supervision to enable the post holder to formulate effective coping strategies.  Occasionally reconcile inter and intra professional differences of opinion and judgments on complex clinical and professional issues.  Provide supportive line management to a team who are interacting with cancer patients who are often distressed on a daily basis |
| **WORKING CONDITIONS** |
| Infrequent exposure to bodily fluids, foul linen etc.  Daily exposure to VDU screen.  Daily exposure to artificial lighting.  The post holder will have to travel across sites within the organisation using road transportation, and may start work on one site and end on a different site within the organisation. The post holder will be expected to travel to meetings in the UK as a Trust representative.  To be able to work flexibly as appropriate in order to meet critical, short- and long-term deadlines.  Comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection. |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection  As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **APPLICABLE TO MANAGERS ONLY** |
| Lead the development of the non-medical advanced practice within the cancer speciality.  Clarify the boundaries and demonstrate a clear understanding of the responsibilities of self, team and colleagues.  Motivate and engage clinical staff, users and carers in service development and evaluation. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| This post has been identified as potentially involving access to vulnerable adults and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. |

PERSON SPECIFICATION

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| **Job Title** | Consultant Nurse/AHP, Cancer Services |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**   * Registered Nurse or Allied Health Professional/Scientist degree. * Registered with the Nursing & Midwifery Council /Health Care Professions Council or other Healthcare body. * MSc in Advanced Practice or relevant clinical experience validated by masters level educational attainment * Master’s degree in a health related topic * Demonstrates evidence of commitment to professional development * Car Driver with access to own vehicle for work purposes | E  E  E  E  E  E | E  E  E  E  E  E |
| **KNOWLEDGE/SKILLS**   * Doctoral or pre-doctoral level of academic achievement in one area of clinical practice, leadership, education or research. * Experience of working at a Senior Nurse/AHP/Clinical Manager level including: * Experience of working and influencing at a senior level (including sub Board level) and being operationally accountable for a team or service. * Demonstrable evidence of assessing safety and quality, analysis and synthesis of numerous data sources. * Experience of developing business cases/business planning. * Demonstrable experience of implementing and managing change in clinical practice effectively and sustainably. * Demonstrable experience of developing staff and teams. * Thorough and up to date knowledge of health professional theory and best practice, particularly within speciality areas and the application of this in practice. * Understanding of NMC / HCPC Code of Practice and requirements of it for the practice & behaviour of staff and self. * Experience in Clinical Governance. * Strong organisational skills – able to organise own workload, meet deadlines and take responsibility for our clinical actions and systems and standards across area of responsibility. * Highly effective communication skills – able to clearly articulate and communicate potential complex or emotive information both verbally and in writing to individuals or groups of staff, patients or relatives including in situations of conflict and distress, ensuring that communication is tailored to the person being addressed * Thorough understanding of Management of COSHH and Health and Safety of Patients Staff and Visitors across the Trust. * Evidence of involvement in service users’ advocacy and complaints resolution. | D  E  E  D  D  E  E  E  E  D  E  E  E  D | D  E  E  D  D  E  E  E  E  D  E  E  E  D |
| **EXPERIENCE**   * Well-developed clinical understanding. Able to advise on and implement improvements to the quality and efficiency of care for patients in wards/units and people in the community setting. * Ability to make sound judgements on clinical and professional standards with clear clinical reasoning. * Demonstrates commitment to an empathetic and caring approach to patients and relatives and ability to motivate staff to demonstrate this to ensure that all patients’ dignity and respect are maintained at all times. * Demonstrates ability to apply research-based practice and advocate it to improve the quality & efficiency of wards/units services. * Demonstrate ability to interpret and analyse data and adapt national and local policy from several sources into Trust standards. * Ability to act as effective facilitator and supervisor and demonstrates evidence of ability to educate others. * Ability to initiate, undertake and facilitate audit and clinical effectiveness projects and to develop services from research and best practice guidance. * Ability to write management reports identifying investigation findings, clearly documented with appropriate judgement and actions needed. * Able to gain credibility with and influence fellow clinicians, managers and speciality leads – including influencing clinical changes where appropriate. * Able to lead specific policy development across the wider health community in conjunction with other agencies. | E  E  E  E  E  E  E  E  E  E | E  E  E  E  E  E  E  E  E  E |
| **PERSONAL ATTRIBUTES**   * Dealing with difficult news – Ability to sensitively inform service users on emotional and complex issues such as patient death, diagnosis and treatment, complaints, investigation and resolution. Able to support and facilitate own staff in dealing with these issues. * Conflict – ability to deal with conflict within any of the terms for which post is responsible, which may also include service users. * Compassionate and courageous leadership, motivating and inspiring others * Emotional and political intelligence and insight. * Self-Awareness and ability to manage yourself effectively * Positive can-do attitude. * Solution focused | E  E  E  E  E  E  E | E    E  E  E  E  E  E |
| **OTHER REQUIREMENTS**   * Ability to manually handle patients and equipment e.g. patient hoists, commodes wheelchairs etc. | E | E |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | No |  |  |  |  |
| Contact with patients | Yes |  |  |  |  |
| Exposure Prone Procedures | No |  |  |  |  |
| Blood/body fluids | Yes |  |  |  | Y |
| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | No |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | No |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Yes |  |  |  | Y |
| Animals | No |  |  |  |  |
| Cytotoxic drugs | Yes |  |  | Y |  |
| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | No |  |  |  |  |
| Laser (Class 3R, 3B, 4) | No |  |  |  |  |
| Dusty environment (>4mg/m3) | No |  |  |  |  |
| Noise (over 80dBA) | No |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | No |  |  |  |  |
| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Yes |  |  |  | Y |
| Heavy manual handling (>10kg) | Yes | Y |  |  |  |
| Driving | Yes |  |  |  | Y |
| Food handling | No |  |  |  |  |
| Night working | No |  |  |  |  |
| Electrical work | No |  |  |  |  |
| Physical Effort | Yes |  |  |  | Y |
| Mental Effort | Yes |  |  |  | Y |
| Emotional Effort | Yes |  |  |  | Y |
| Working in isolation | Yes |  |  |  | Y |
| Challenging behaviour | Yes |  |  |  | Y |