

## JOB DESCRIPTION

<b>JOB TITLE:</b>	Enhanced Care / Outreach Lead Nurse (Band 7)
<b>RESPONSIBLE TO:</b>	Deputy/Interim Chief Nursing Officer
<b>AREAS OF RESPONSIBILITY</b>	King Edward VII's Hospital
<b>Hours</b>	<b>37.5hrs p/w</b> <b>Days, Weekends and Nights (as required)</b>
<b>KEY WORKING RELATIONSHIPS:</b>	Patients, Visitors, Relatives, Clinical Nurse Specialists, Nursing and Allied Health Professionals, Consultants, Support Staff, Governance, Infection Control Team, Heads of Department, Heads of Service, Executive Directors.

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## JOB SUMMARY

An exciting opportunity is available for an experienced nurse (Band 7) to lead the Enhanced Care Unit (ECU) and Outreach Service at King Edward VII's Hospital. The ECU / Outreach Lead Nurse will provide strong clinical leadership for the ECU and Outreach Service, delivering high-quality, safe, and compassionate care to patients requiring Level 1+ support. The post holder will be responsible for day-to-day management of the ECU and outreach service, ensuring effective resource utilisation, staff development, and compliance with clinical governance and regulatory standards.

The post-holder should have prior experience and qualifications in a CCU or ITU setting.

The ECU is a 4 bedded unit. The role will be part clinical, covering the ECU and outreach service and part supernumerary to focus on management responsibilities (dependent on activity in the ECU).

The post-holder will work collaboratively with all departments to promote excellence and safety in care, and a high-quality patient experience.

The post-holder will support staff to ensure our policies, procedures and guidelines are followed.

## Key Responsibilities

### Clinical Leadership & Governance

- Provide visible, professional leadership to the ECU nursing team, promoting a

- culture of excellence, accountability, and continuous improvement.
- Ensure the delivery of safe, evidence-based nursing care for patients requiring enhanced monitoring and support (Level 1+).
- Lead the ECU outreach service, supporting the early identification, escalation, and management of deterioration patients across the hospital.
- Uphold compliance with CQC standards, infection prevention and control, safeguarding, and all hospital governance policies.
- Oversee and contribute to the development of clinical guidelines, policies, and protocols relevant to enhanced care.

## **Operational Management**

- Manage day-to-day operations of the ECU, ensuring appropriate patient flow, effective use of beds, and timely admissions/discharges.
- Work collaboratively with consultants, ward managers, theatre teams, and allied health professionals to ensure seamless patient care pathways.
- Monitor service performance and implement initiatives in the line with hospital strategy.
- Ensure rostering provides safe and effective staffing levels, balancing acuity, and dependency needs.

## **Workforce and Development**

- Line-manage and develop the ECU nursing team, including recruitment, appraisals, supervision, and workforce planning.
- Identify training and development needs, supporting staff to maintain and develop critical care skills, including recognition and response to deterioration.
- Act as a role model and clinical expert, providing mentorship, teaching, and support to staff.
- Foster a positive, supportive working environment that prioritises wellbeing, retention, and professional growth.

## **Financial & Resource Management**

- Work with the Deputy/Chief Nursing Officer and finance team to ensure efficient use of resources and cost-effective service delivery.
- Monitor budget performance, manage stock control, and ensure procurement of appropriate equipment and supplies.
- Support business planning for ECU and outreach service development.

## **Patient Experience & Quality**

- Ensure ECU and Outreach Service are fully compliant with Care Quality Commission (CQC) standards and other regulatory requirements.
- Monitor and report clinical outcomes, incidents and quality indicators, and critical care governance.
- Actively contribute to hospital committees related to patient safety, clinical quality, and governance.
- Monitor patient experience and ensure culture of continuous improvement to achieve excellence.

## **Professional**

- To keep up to date with current developments in nursing and ensure evidence-based practice
- Promote awareness and compliance amongst colleagues regarding Hospital policies, procedures, guidelines and standards and national standards including CQC frameworks.
- Promote a culture of continuous quality improvement (QIP) using audit, patient feedback, and reflection on practice by self and other members of the team.

## **Education**

- Ensure continuous learning for self and attend courses as required (mandatory or non-mandatory to self updated).

## **Measurements**

- Regulatory body inspections- aiming for Outstanding in CQC
- Clinical and managerial Key Performance Indicators (KPIs)
- Efficient use of resource
- Compliance with policies and procedures
- Patient reported outcome measures, patient satisfaction, and experience
- Adherence to NICE Guidelines and Professional Standards

## Person Specification

Attribute	Criteria	Essential	Desirable	Assessment
<b>Education, Qualifications and Training</b>	Qualified RGN	✓		CV
	Current NMC Registration.	✓		CV
	Post-registration qualification in Critical Care Nursing (CCU/ITU)	✓		
	Educated to Degree level in health-related subject or equivalent.	✓		
	Educated to master's degree level in health-related subject or equivalent.		✓	CV
	Leadership/management qualification		✓	CV
	Evidence of stretching CPD	✓		CV
<b>Knowledge and Experience</b>	Significant relevant, clinical experience at senior level in a complex acute healthcare environment.	✓		CV & Interview
	Advanced knowledge of critical care and management of acutely deteriorating patients.	✓		
	Experience in dealing with HR issues and investigations		✓	CV & Interview
	PSIRF knowledge		✓	CV & Interview

Attribute	Criteria	Essential	Desirable	Assessment
	Proven experience of leading / managing teams to ensure excellent standards of service delivery	✓		CV & Interview
	Excellent IT skills, embraces digital advances	✓		CV
	Able to make a significant contribution to financial efficiency to reconcile affordability, safety, and quality.		✓	CV & Interview
	Understanding of governance, CQC standards, and patient safety frameworks.	✓		
Skills and Behaviours	Demonstrate your scope of practice underpins the six fundamental values of the 6 C's (Care, Compassion, Competence, Communication, Courage, and Commitment) and the care they deliver to the patient at the point of contact treats them with respect and dignity.	✓		CV & Interview
	Demonstrate the KEVII Values <ul style="list-style-type: none"> <li>- Professionalism</li> <li>- Quality</li> <li>- Respect</li> <li>- Safety</li> <li>- Teamwork</li> </ul>	✓		CV & Interview
Attribute	Criteria	Essential	Desirable	Assessment
<b>Leadership and Management Skills</b>	A professional leader who is self-motivated and innovative, able to develop and coach individuals and teams to improve patient care.	✓		CV & Interview
	Successful delivery of change management programs or evidence of delivering Quality Improvement projects.	✓		CV & Interview
	Ability to be flexible, intelligent, and creative, looking beyond existing systems of work, to create effective and innovative solutions that improve patient care and service delivery	✓		CV & Interview



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