



CHILDREN'S HOSPICE PRACTICE EDUCATOR – BAND 7

SALARY	Band 7 £45,024 - £50,806 (AFC equivalent, dependant on experience)
LOCATION	Barnet (North London)
HOURS	37.5 hours per week (full time)
CONTRACT	Permanent
JOINING BONUS	£5,000 over 3 years, £500 on appointment
REPORTING TO	Senior Head of Education Senior Head of Clinical Services Head of Clinical Services

JOB DESCRIPTION

At Noah's Ark Children's Hospice we need paediatric nurses to help babies, children and young people who are seriously unwell make the most of every day. We're looking for nurses who want to spend more time with the children they look after. You'll be based in The Ark - a stunning new building, set in a north London nature reserve. It's a place of laughter, play and real connection, with an atmosphere that's both supportive and inclusive.

With talented individuals who share our passion to improve the lives of seriously unwell children and their families, we're changing the landscape for paediatric palliative care in north and central London, as well as Herts Valley.

As part of our Specialist Care Team, you will care for children who are staying with us at The Ark and those visiting us for day care. Providing families with choice is central to Noah's Ark's care model, so you will also support children in their family homes and in community-settings.

You will work strategically alongside external key stakeholders such as Higher Education Institutions, Palliative Care Networks and local partners in meeting national guidance and



recommendations from Health Education England, the NMC and system partners to support the learner journey, including the mapping of placements, pathways and academic study.

ABOUT YOU

You will be an experienced Band 6 nurse wanting to take a step upwards, or an experienced Band 7 nurse looking to use your skills in the hospice sector.

You will have excellent clinical and communication skills, and strive to make a difference in creative and demonstrable ways. You will want to lead by example – being a Senior Nurse in an amazing charity with the ability to change and influence both internally and externally.

KEY TASKS & RESPONSIBILITIES OF THE ROLE

DIRECT PATIENT CARE

1. Ability to provide high quality, effective patient care in The Ark, children's homes or the community.
2. Plan and review care in conjunction with parents, children and young people to ensure safety.
3. Act as an advocate for the child and family.
4. Ensure fun is at the heart of the care we provide.
5. Ensure sensitivity, compassion and confidentiality are always paramount.
6. Follow all Safeguarding policies and procedures to ensure staff, babies, children, young people and family members are safe whilst under out care.
7. Promote a high level of communication using a variety of forms to keep all relevant people involved.
8. Ensure a high level of documentation and record keeping using electronic and paper systems where required.
9. Administer medications according to Noah's Ark policies and procedures.
10. Maintain the nutritional status of all babies, children and young people according to their needs.
11. Maintain clinical skills and the knowledge necessary to provide holistic evidence-based care and be open to developing new clinical skills where appropriate.

GOVERNANCE

1. To actively identify, report and be involved in the incident process within Noah's Ark, promoting a blame free, learning and supportive culture.
2. To actively manage and promote effective use of resources and staff.
3. To work in accordance with the NMC professional code of conduct.
4. To participate in audits, collect and document service user feedback and research as required.

TRAINING

1. Identification of learning needs and professional development.
2. Deliver high quality and effective training to other members of staff and family members.
3. Complete all mandatory training and clinical training to support the role.

EDUCATION AND TRAINING

1. Facilitate and deliver training for practice supervisors/assessors.

2. Lead in the creation of clinical areas that encourage practice development; audits practice and disseminate information on developments.
3. Identify learning opportunities to enrich the learner experience.
4. Facilitate the creation of positive learning environments where staff development is encouraged and supported.
5. Facilitate induction, coordinating education and continuing professional development for all levels of trained nursing staff, non-registered specialist carers, volunteers and Noah's Ark staff.
6. Remain abreast of developments in clinical practice and implement change and education as appropriate, using and encouraging evidence based clinical and holistic care.
7. Contribute to quality initiatives within the care team.
8. Contribute effectively to the process of change and innovation by facilitating changes to practice agreed by the senior leadership team.

RESEARCH

1. Assist in research within the specialist area of practice.
2. Disseminate findings to the multi-disciplinary team.

MANAGEMENT

1. Contribute to the development of policies, procedures and protocols relating to the care of babies, children, young people and their caregivers, to have an impact at local and network levels.
2. Maintain an accurate record of practice supervisors/assessors.
3. Promote professionalism, personal growth and development for all staff.
4. Planning, organisation, implementation and evaluation of specialist study/team days or educational opportunities available to a wide audience within Noah's Ark and across the network.
5. Ensure confidentiality on all matters and information obtained during the course of employment.
6. Be accountable for one's own actions in accordance with the NMC Code of Conduct.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ol style="list-style-type: none"> 1. Registered Sick Children's Nurse or Registered Nurse (Child Branch). 2. BSc level study or equivalent experience. 3. Formal management or leadership training. 4. Significant relevant post-qualification experience at staff nurse band 6 level. 5. Teaching qualification e.g. Mentorship, SSSA or equivalent. 6. Experience in supporting students on placement as a practice supervisor or practice assessor. 	
SKILLS / KNOWLEDGE / EXPERIENCE	<ol style="list-style-type: none"> 1. At least 2 years post registration experience, including a minimum of one year's experience of nursing children with life limiting, life threatening or complex medical needs. 2. Knowledge of NMC Quality Assurance processes relating to education and NMC fitness to practice processes. 3. Demonstration of palliative care experience/nursing children with life threatening and life limiting conditions, including children with special needs. 4. Previous team nursing/management experience or experience of supporting 	<ol style="list-style-type: none"> 1. Involvement in facilitating simulation for teaching of clinical skills. 2. Experience in recruitment and selection. 3. Experience of challenging poor practice. 4. Involvement in curriculum planning and validation with HEIs. 5. Previous experience working with children with tracheostomies and/or requiring long term ventilation. 6. Experience with intravenous line care and therapies including parenteral nutrition.

	<p>students, junior staff nurses or support workers.</p> <ol style="list-style-type: none"> 5. Experience in leading a multi-skilled workforce/team OR evidence of leadership of a multi-skilled workforce/team with support from lead nurse. 6. Excellent theoretical knowledge and the ability to apply theory to practice. 7. Experience working a variety of shift patterns, nights, evenings and weekends. 	
<p>APTITUDE / SKILLS</p>	<ol style="list-style-type: none"> 1. Excellent clinical and mentoring support skills. 2. Excellent interpersonal and communication skills, transferable within a range of professional and family settings. 3. Ability to plan and deliver clinical training opportunities to registered and non-registered colleagues. 4. Ability to critically analyse research findings and promote relevant findings in clinical practice. 5. Ability to work independently, autonomously and as part of a multi-disciplinary team. 6. Able to assess, develop, implement, deliver and evaluate programmes of care across the range of the hospice setting – in house and community. 	

	<ol style="list-style-type: none"> 7. Ability to initiate, evaluate and sustain change. 8. Good organisational, planning and time management skills and ability to adapt and reprioritise at short notice based on the immediate needs of our young people and their families. 9. Competent IT skills e.g. Microsoft packages, e-mail, electronic patient records and electronic rostering. 	
<p>BEHAVIOURAL / PERSONAL</p>	<ol style="list-style-type: none"> 1. Respect for and understanding of the wide variety of roles within the multi-disciplinary team. 2. Diplomacy and advocacy skills in relation to families, other external agencies and within Noah's Ark Children's Hospice. 3. Ability to work within a palliative care environment. 4. Positive attitude, proactive, enthusiastic, flexible, innovative and creative thinker. 5. Commitment to the education and development of learners. 6. Commitment to own personal and professional development. 7. Ability to meet set targets and work to deadlines. 8. Enthusiastic approach to work with a genuine passion to see Noah's Ark Children's Hospice succeed in its objectives. 	

	<ol style="list-style-type: none"> 9. Proven track record of reliability. 10. Ability to identify and use personal support systems and use supervision appropriately. 11. Ability to work flexibly around the 24/7 service need/requirements. This includes short notice response to end of life care support and the nurse on-call rota. 12. Ability to work flexibly across the hospice, community and HEI settings. 13. Live Noah's Ark values - kindness, courage and excellence. 	
<p>MISC</p>	<ol style="list-style-type: none"> 1. Enhanced Disclosure & Barring Service (DBS) check. 2. Willing to undergo immunisation checks and immunisations where applicable. 3. Full driver's licence. 4. Provide evidence of a right to work in the UK. 	



CHARITY BENEFITS

JOINING BONUS - £5,000 OVER THE COURSE OF 3 YEARS, AS OUTLINED BELOW:

£500 bonus on top of your salary on appointment

£1,500 bonus on top of your salary at the end of year 1

£1,000 bonus at the end of year 2

£2,000 at the end of year 3

ANNUAL LEAVE

25 days, rising by a day after each completed year up to 30 days. We also offer the ability to buy or sell up to 5 days annual leave each year.

SEASON TICKET LOAN

An interest-free loan is available to all staff to purchase a season ticket.

LEARNING AND DEVELOPMENT

Each employee receives suitable training and development opportunities

PENSION

Provided by Aviva, with contributions up to 8% (4% from employee, 4% from employer). Nursing staff are offered the NHS pension.

FLEXIBLE WORKING

Flexible working opportunities are available to staff dependent on the charity's needs.

LIFE ASSURANCE

Staff will receive Life Assurance (Death in Service) provided by Canada Life Group Insurance. The benefit basis is 4x annual salary.

PAID MEMBERSHIP TO BLUE LIGHT CARD

Staff will receive a Blue Light card membership giving discounts to a number of well-known brands and stores.

BIKE2WORK SCHEME

Salary sacrifice scheme offering the opportunity to purchase a bike and accessories, with tax free payments spread over a period of time.

SUBSIDISED CAFÉ

Freshly prepared hot and cold meals provided at The Ark daily at a subsidised rate.

STAFF REFERAL SCHEME

Monetary incentive for staff when they successfully recommend a candidate for an open position.

HOW TO APPLY

Please send your completed application form to recruitment@noahsarkhospice.org.uk

Please note, you will be required to provide evidence of a right to work in the UK.

The application form is available to download under the relevant vacancy at

<https://www.noahsarkhospice.org.uk/work-with-us>

If you would like to have a confidential discussion about this role, please email the HR Team at

hr@noahsarkhospice.org.uk or call 020 8449 8877.

**Please be aware that Noah's Ark has a resident dog and a PAT dog. Occasionally families may also bring their pets to The Ark.*

We can't wait to
hear from you!



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Company Registration No. 3901606
Registered Charity No. 1081156

About Noah's Ark Children's Hospice

ABOUT NOAH'S ARK CHILDREN'S HOSPICE

Noah's Ark Children's hospice helps babies, children and young people who have life-limiting or life-threatening conditions, and their families, make the most of every day. We are here to enable those we support to enjoy life as children, rather than as patients, as families, not just as carers.

Our expert staff and trained volunteers provide clinical, emotional and practical support for families across north and central London and Herts Valley. We carefully adapt our support for every child and offer it wherever it is required - whether in their home, their community or at our state-of-the-art children's hospice building, The Ark, in Barnet.

THE ARK

Designed by families, for families, The Ark was opened in September 2019 by the Mayor of London. The Ark is a place of light and life, where you will find music, art, play and drama therapy; children blossoming in sensory and soft play rooms; and a fully accessible playground. The grounds offer wheelchair accessible outdoor experiences, including a Woodland Walk through a 7-acre nature reserve and a sensory walkway. At The Ark we are able to provide Specialist Care and Nursing for babies, children and young people, supporting their full clinical, emotional, social and practical needs. We have created a space where children who are seriously unwell are accepted as they are, safe to play, explore, express themselves and build confidence.



OUR VALUES

Our values capture who we are, and what we expect from staff and volunteers. They are the 'Noah's Ark way', and are reflected in everything we do.



KINDNESS

- We show compassion and empathy in all our interactions
- We put the child and family at the heart of all we do
- We are considerate: act thoughtfully and behave with integrity
- We go above and beyond
- We embrace diversity
- We create precious moments for children and their families
- We actively promote good mental health and look after our team
- We do not judge others for their differences



EXCELLENCE

- We are exacting and passionate about our mission
- Our expert and dedicated team is tenacious and solution focused
- We are pioneering, creative and adaptable
- We collaborate and build partnerships
- We listen and learn
- We are considered and reflective
- We plan and grow responsively and responsibly
- We invest in our people



COURAGE

- We are strong and ambitious in all we do
- We challenge the status quo, making bold resilience and aim to empower
- We help families and each other build resilience and aim to empower
- We act with candour and integrity
- We reach out to people in very difficult circumstances
- We do not shy away from making hard decisions or from challenging situations
- We are not afraid to ask for help