

**Pathway Senior Nurse**

**Job Description and Person Specification**

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| **Salary** | £31,685 to £36,302 (pro rata to FTE £52,809 to £60,503) depending on experience |
| **Hours per week** | 22.5 hrs/wk |
| **Permanent** | Starting 1st January 2025 |
| **Place(s) of work** | 1 day per week at Pathway, 250 Euston Road, London NW1 2PG, other days working from home or from other sites as needed. |

**About Pathway:**

Pathway is a small but high impact charity. Our mission is to improve the health of and healthcare provision for people experiencing homelessness, and other marginalised groups. We support hospital-based teams caring for people experiencing homelessness, promote the development of good practice, influence policy, and manage the Faculty for Homeless and Inclusion Health - a network of healthcare professionals and people with lived experience of homelessness - to ensure the fundamental rights of marginalised people to be treated with dignity and compassion.

In 2021, we entered into a partnership with Crisis which has enabled us to grow our impact and influence. We are focused on expanding our network of hospital-based teams through the Pathway Partnership Programme, making the case for the importance of healthcare provision for people who are marginalised, and supporting our networks of clinicians to develop innovation and good practice.

**The role:**

The main focus of the role is to work within the Pathway Partnership Programme – the programme’s work includes undertaking needs assessments for, setting up and supporting Pathway teams in hospitals and community settings across the UK based on the Pathway model. There are currently 9 teams across England signed up to the programme.

The post holder will, as a senior clinical member of the Pathway Partnership Support team:

* develop and deliver the training and support programme in partnership with Pathway colleagues
* contribute to the development and monitoring of the Pathway Partnership team comprehensive health assessment process and the Quality Framework
* act as the Lead Nurse for the Pathway Partnership Programme, providing expert clinical leadership, mentorship, training and support to all staff within the teams on a 1:1 and team basis covering both clinical, organisational and strategic aspects of care as needed
* contribute to the evaluation of nominated services, and produce reports on services as needed
* identify clinical risks within services, and clinical risk patterns across services, and work to reduce these at both a local and national level
* be the safeguarding policy lead for the project

In addition, the post-holder may be involved in the work of Pathway more generally and/or the Faculty of Homeless and Inclusion Health, which has wider charitable objectives-to improve care for inclusion health patients in a wide variety of settings and contexts.

Travel within England and Wales is required, with occasional overnight stays, in order visit Pathway teams and attend events related to Pathway’s work. Travel and other necessary expenses will be fully reimbursed.

As Lead Nurse the post-holder may:

* support work to demonstrate up to date clinical and strategic knowledge across the breadth of inclusion health
* represent Pathway and the Faculty in a variety of different contexts as needed e.g. at national level meetings, conferences etc.
* collaborate with and/or support others both in and outside the organisation to undertake research, innovate, develop services, and improve care for inclusion health groups across all health care settings as directed
* undertake ad hoc brief support to inclusion health professionals around the country in a variety of settings in discussion with managers
* provide training in a variety of settings to a variety of audiences as needed
* identify opportunities for the development of Pathway, and Faculty objectives

**About you:**

**Essential experience and attributes**

1. Substantial experience of working as a band 7 or 8a nurse in an inclusion health role
2. Current professional registration with the NMC
3. Demonstrable experience of operational management in an inclusion health context
4. Able to present complex concepts to a variety of audiences in an engaging manner
5. Able to teach staff and develop training resources
6. Experience of setting and monitoring outcomes and evaluating practice and services
7. Strong interpersonal skills, with a demonstrable track record in building relationships across organisational boundaries.
8. Be well organised, with an ability to prioritise within a busy workload and to meet tight deadlines
9. Experience of using a range of information technology including MS Office 365 and social media
10. Able to produce both comprehensive and summary reports on projects as needed
11. Knowledge of a variety of hospital and primary care clinical systems e.g. Cerner, SystmOne, EMIS etc.
12. A self-starter with good initiative, a can-do attitude and able to work successfully as a collaborative team member
13. A commitment to our values.

**Desirable experience and attributes**

1. A qualification in Health Assessment relevant to inclusion health
2. Evidence of continued professional development related to inclusion heath nursing practice
3. Expertise in the management of safeguarding risk and the undertaking of mental capacity assessments in inclusion health populations

**Key Contacts:** Clinical and other staff in hospital teams part of the Pathway Partnership Programme and those associated with Pathway,Clinical and other core Pathway staff and fellows, Members of the Board of Trustees, Faculty Members, Experts by Experience and other service user volunteers, representatives from partner organisations

**Responsible to:** Pathway Board of Trustees

**Accountable to:** Pathway Medical Director and Secretary to the Faculty of Homeless and Inclusion Health

**Responsible for:** Casual and temporary staff as required

Pathway is an equal opportunities employer and is committed to growing a diverse workforce. We will make any necessary adaptations for disabled employees. We particularly encourage applications from people with lived experience of homelessness or other forms of social exclusion.

The postholder will be expected to travel on occasions

Pattern of working will be agreed with line manager

**Benefits**

We are a friendly, committed group of people, who provide a positive and proactive working environment. We are a flexible employer and your working pattern can be agreed with your line manager.

**Holiday entitlement:** 30 days full time equivalentplus bank holidays per annum – pro-rata for part time.

**Pension**: Pathway’s employees are automatically enrolled into the Nest Contributory pension scheme (which was set up by the Government). Contributions are made as follows:

* + Full time salary £30,000 or below: employer contributes 7% and employee contributes 1%
* Full time salary £30,001 to £34,999: employer contributes 5% and employee contributes 3%
* Full time salary £35,000 and above, employer contributes 3% and employee contributes 5%

**Travel to work loan scheme:** An interest free season ticket loan (maximum £5,000) or bicycle loan (maximum £500) repayable over 12 months is available