Digital Nurse

Department: Health and Community Services

Division: Innovation and Improvement

Reports to: Associate Managing Director Improvement and Innovation

JE Reference: HCS1057

Grade: 13 **JE Date:** 22/11/2021

Job purpose

The post holder will provide strategic clinical advice and guidance, working collaboratively with key stakeholders, to provide direction and nursing leadership to lead digital and clinical transformation across HCS.

A key aspect of this role will be to encourage and support clinical colleagues to embrace transformational change associated with the digital agenda and to act as a liaison between the HCS clinical collective and its digitisation programme.

The post holder will pioneer new ways of working and promote the "art of the possible". They will lead on the promotion, innovation and transformation of clinical services and pathways using information and technologies across all of the HCS professional workforces to support and improve patient outcomes efficiency and clinical safety, to develop integrated care across partners and commissioners, to promote the digital empowerment of patients and citizens and to provide the benefits realisation of digital initiatives.

Job specific outcomes

Advocate transformational change through technical innovation and will actively promote and champion the development of a clinically appropriate information culture, as an enabler of change and quality improvement across the organisation.

Provide expert nursing input on procurement documentation, the selection, development, and the quality of digital clinical systems including assessment and interpretation of highly complex information ensuring every nursing intervention counts and maximising the benefit to patients and staff.

Play a key role in the creation of clinical digital champions, ensuring excellent engagement on the Digital Care Strategy – facilitating a continuous improvement culture improving and assuring the adoption and sharing of digital best practice across HCS.

Work in collaboration with the nursing, midwifery and AHPs professional teams, to review current processes and develop new clinical pathways and adoption of agreed pathways as part of the digital strategy.

Explore opportunities for the introduction of new technologies for additional clinical applications and support the senior nursing team to lead the modernisation of services, by utilising digital technologies, identifying potential changes and workforce redesign in line with changes to the profession and national working, thus delivering best current practice.

Maintain high visibility in the clinical areas and be aware of current issues through undertaking activities such as clinical practice or observations of care and proactively manage digital risks and issues ensuring appropriate actions are taken by working closely with the Clinical Safety Officer in order to monitor clinical incidents related to digital solutions.

Work closely with the Modernisation and Digital teams to promote the development of systems which support improved workflows, liaising with all professional groups to ensure such developments meet clinical needs.

Lead on the strategy to ensure continual development of a culture of lifelong learning for all contributors and meet development needs of all nursing midwifery and AHP staff within the organisation, based on advancements in digital technology. Actively contribute to the development of HCS education initiatives.
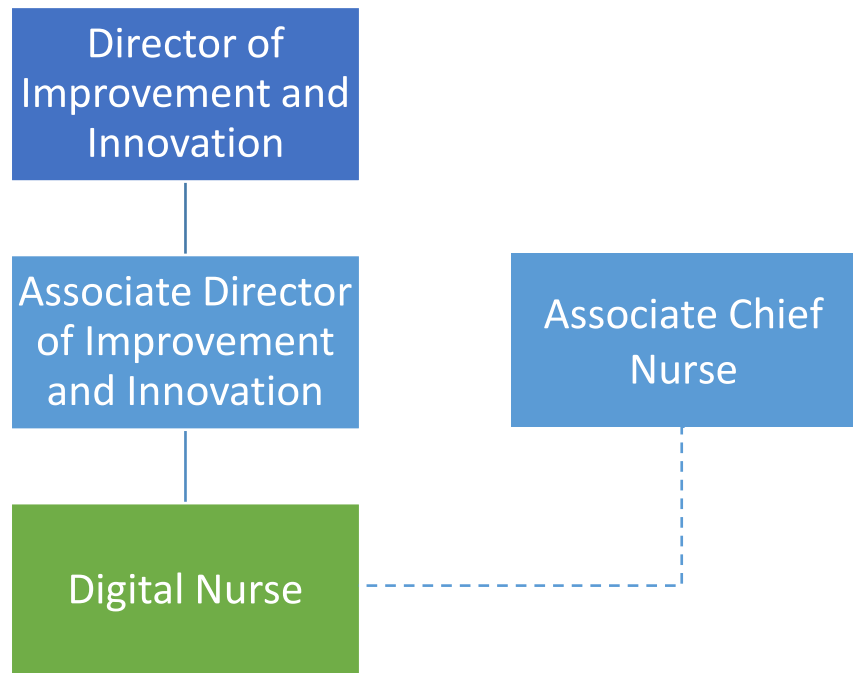
Provide nursing leadership to any other nursing, midwifery and AHP staff recruited by, or seconded to the Clinical Digital team, undertaking regular performance review, and overseeing personal development plans.

Promote clinical engagement, education, and empowerment of staff by fostering digital inclusion, ensuring no stakeholders are left behind as HCS becomes digitally mature.

Statutory responsibilities

Active engagement, participation, and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

Director of Improvement and Innovation

Associate Director of Improvement and Innovation

Associate Chief Nurse

Digital Nurse

Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications *Please state the level of education and professional qualifications and / or specific occupational training required.*	• NMC Registered Nurse/Midwife • Master's degree in a healthcare related subject, working towards or willing to work towards or equivalent experience • Completion of a leadership programme or evidence of leadership development	• PG Diploma or Degree in informatics/IT • Prince 2 Agile certification • Accredited DCB0129 and DCB0160 • Accredited and currently registered Clinical Safety Officer
Knowledge *This relates to the level and breadth of practical knowledge **required** to do the job (e.g. the understanding of a defined system, practice, method or procedure).*	• Evidence of continuous leadership, management and professional development • Up to date proven knowledge of the HCS Agenda, directives and all Governance aspects of health care • Expert proven knowledge of patient care pathways & patient flow. • Experience in credibly and positively providing challenge to clinical and operational colleagues and groups to deliver the best solutions • Experience of managing and resolving conflict across professional and organisational boundaries • Experience of implementation of software systems that delivers end user benefit in managing clinical digital systems. • Expert proven knowledge of staff and service leadership • Extensive experience of working at a senior level and acting as an interface between clinical, managerial operational and digital colleagues	• Demonstrable experience of a senior management position within Nursing, Midwifery or AHP roles. • Knowledge of procurement law relating to health and IT systems
Technical / Work-based Skills	• Thorough understanding of Informatics and its application to healthcare	
General Skills/Attributes *This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills,*	• Good communication skills, written and verbal, with ability to demonstrate fluency, clarity and effectiveness at all levels • Presentation skills and ability to write and present formal reports	

| *ability to delegate, motivation or commitment etc.* | • Ability to prioritise workload /time management skills
• Effective influencing skills: in general, and with senior health care professionals
• Attention to detail
• Numerate
• Demonstrable evidence of lateral and innovative solutions to problems
• Ability to lead, supervising and developing clinical practice – with resilience and flexibility to work alongside different teams
• Ability to negotiate with and influence clinicians and the multi-disciplinary healthcare team
• Demonstrate ability to access and critically appraise research evidence
• Organisational ability and able to prioritise changing demands
• Ability to develop professional networks across the health and social care community, showing clear leadership skills | |
| **Experience** | • Experience of designing developing and implementing digital clinical governance frameworks
• Experience of dealing with significant clinical risk management issues.
• Experience of delivering of leading significant change, delivering tangible and sustained improvements across the clinical service | |

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.