



**Royal Star  
& Garter**

Care with courage



# Clinical Lead – High Wycombe

Candidate information pack





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# Welcome to Royal Star & Garter

Thank you for your interest in Royal Star & Garter.

Since I joined this fabulous charity in August 2009, I have been amazed and humbled by the passion and dedication of every member of staff. Our teams in our three Homes are nothing short of exceptional in the care they deliver, while our teams in Central Services provide unrivalled support.

I am looking for someone who can oversee clinical operations, within the Home, ensuring the highest standards of care for our residents. We are looking for someone with strong leadership, clinical expertise and who is a good role model and leads by example.

We strive to live our values in everything we do and we want the people who join us to do the same. We are committed to investing in our staff – in skills, behaviours and wellbeing. We have a comprehensive training offer for our staff and your continued professional development is important to us. We are looking for people who share our values, people with passion and dedication who want to work as part of a team, and people who want to make a difference to others.

If this is you then I look forward to receiving your application.

Reggie Ballos  
Home Manager

## The role at a glance

Title: Clinical Lead

Location: Royal Star & Garter,  
Hughenden Avenue, High Wycombe,  
Bucks, HP13 5GG

Reports to: Home Manager

Hours: 37.5 per week, Mon to  
Fri, some weekend/evening is  
required

Salary: £50,000

Contract: Permanent

More information:

[Highwycombe.jobs@starandgarter.org](mailto:Highwycombe.jobs@starandgarter.org)

**Closing date: Friday 8 November 2024** 2

# Job description

- The Clinical Lead will oversee clinical operations within the Home, ensuring the highest standards of care for our residents. This role requires a blend of strong leadership, clinical expertise, and a compassionate approach tailored to the unique needs of veterans. The Clinical Lead will work closely with the Home Manager and multidisciplinary team to deliver person-centred care.

## **Clinical Leadership:**

- Provide clinical leadership and direction to the nursing and care team.
- Ensure clinical practices comply with current legislation, standards, and guidelines.
- To support training and practice development of nurses and care staff working closely with the Clinical Educator to improve practice.
- To work with audit and assurance and Home managers to ensure quality assurance improvements to areas of clinical practice
- Oversee clinical audits and embed necessary improvements or actions
- Monitor and evaluate care delivery through effective quality assurance processes.

## **Care Management:**

- Develop, implement, and review care plans tailored to the individual needs of residents.
- Ensure safe administration, management and audit of medications.
- Manage and respond to clinical emergencies efficiently.
- Coordinate and facilitate resident assessments, admissions, and discharges.

## **Team Development:**

- Mentor, supervise, and support the nursing and care team to ensure high standards of care.
- Conduct regular staff appraisals and identify training and development needs.
- Promote a culture of continuous professional development and clinical excellence.



# Job description - continued

## **Resident Advocacy:**

- Advocate for the health and well-being of residents, ensuring their dignity and respect.
- Engage with residents and their families to maintain open communication and involvement in care decisions.
- Address and resolve any concerns or complaints regarding clinical care.

## **Collaboration and Communication:**

- Work collaboratively with the Home Manager, Clinical Educator, other teams in the Home and central service teams to ensure integrated care.
- Liaise with external healthcare professionals and organisations to coordinate care for residents.
- Participate in regular staff, team and clinical governance meetings and contribute to strategic planning for the Home and for new services.
- Liaise with Universities to support student placements (e.g. nurse / physio) and support the induction students in the Home.
- Liaise with partners / Universities to support research activity within the Home.

Undertake any other duties as required, consistent with the nature of the role as determined by your manager.

## **Additional responsibilities** – one of the following options:

- To take part in an on-call rotation with Home Manager and Deputy Manager
- To complete the training for Non-Medical Prescribing;
- To complete the training as a Pain Management Nurse specialist;
- To complete the training as a Diabetes Nurse specialist;
- To complete the training as a Tissue Viability Nurse specialist; or
- To complete advanced dementia training (Modules with ADS, Worcester).

## To apply

Send your CV and a covering letter (no more than two sides) outlining how you meet the person specification and what you will bring to the role to:

[highwycombe.jobs@starandgarter.org](mailto:highwycombe.jobs@starandgarter.org)



# Person specification

## **Essential experience:**

- A Registered General Nurse with at least 5 years' experience
- Experience of providing clinical and management supervision to Registered Nurses and Care staff
- An understanding of CQC regulations and the inspection process
- Proven ability to work to high standards and lead others to do the same
- Experience in confidently managing difficult situations
- Experience of and genuine desire to work in nursing and care of older people/ dementia care
- Confident in using IT systems and supporting others to do the same
- Driving licence (ideally clean) with access to a car to be able to undertake assessments

## Desirable experience:

- Previous management and leadership experience
- Previous experience in a senior role



# Person specification - continued



## Person Specification

### Essential behaviours / characteristics:

- An 'engaged', visible, hands-on leader and professional role model, leading by example, sharing the vision and passion
- Excellent at building positive relationships with colleagues
- Demonstrate warmth, compassion and understanding of older people with disabilities and physical care needs and, those living with a dementia
- Flexible, positive and proactive with a 'can-do' attitude
- Adaptable and innovative with drive, energy and passion to introduce new ideas and in a way that takes colleagues with you
- A commitment to personal and professional development
- Committed to our mission, values and to enabling outstanding care for the veteran community
- Willing to travel to undertake assessments and to the other Homes to share experience



**We reserve the right to update and amend this job description to ensure it accurately reflects the role.**

**This will be agreed in consultation with the job holder.**

# Conditions of employment

Any offer of employment made will be subject to the following conditions:

- Satisfactory references covering the last five years including one from your current or most recent employer
- A pre-employment medical questionnaire
- Enhanced DBS Disclosure
- Proof of the Right to Work in the UK.
- NMC Check

## Our values



## With love



We carry out our work with love, care and compassion.

## Living positively



We are optimistic in everything we do, supporting veterans and their partners in leading happy, fulfilled lives.

## As a family



We work and live as one team, one family, one community.

## Standing in their shoes



We show admiration and respect for people and never forget what they have done.

## Take courage



We are not afraid to do what is right and what is needed.



# Offer



## Although we are a charity we offer a generous package

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- Salary of £50,000
- 37.5 hours per week
- 25 days holiday per annum plus bank holidays (extra days annual leave for on-call cover)
- Employer Pension Contribution of 7.5% with matching Employee contribution of 5%
- Life insurance of 3 x salary (until age 70)
- Ten weeks occupational sick pay before statutory sick pay
- Access to appropriate professional bodies and payment of relevant membership fees after six months of employment
- Learning and development – opportunities to support you in your role



# About Us

## Our vision & mission

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**Vision:** A future where all veterans can live life to the full.

**Mission:** To provide an outstanding range of quality care and therapies to veterans and their partners living with disability or dementia.

## Our care

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We provide loving, compassionate care to veterans and their partners who live with disability or dementia. Our Homes in Solihull, Surbiton and High Wycombe offer specialist residential long and short break care. In addition we are developing a range of services to help us reach the wider military community including Lunch Clubs, Day Care and a Telephone Friendship Service.

# Surbiton

With its stunning foyer and relaxed, spacious lounges, our Surbiton Home offers a warm, friendly welcome. Highly trained staff provide specialist nursing and dementia care in comfortable surroundings, where the focus is always on the individual.



And rated **'Outstanding'** in the care category.

# High Wycombe

Our High Wycombe Home is our newest and has been designed for the comfort and wellbeing of our residents. Specialist nursing and dementia care is offered in a relaxed, homely environment, where residents can enjoy the many activities, share their day with friends or enjoy time in the spacious lounges and landscaped gardens.



# Solihull

Our Solihull Home offers a warm welcome to residents and their families. The Home is rated 'Outstanding' by the Care Quality Commission in all five areas and staff provide specialist dementia and nursing care tailored to the needs and wishes of each individual. Every aspect of the Home has been designed with our residents' wellbeing in mind.

