

## Job Description

<b>JOB TITLE:</b>	LEAD NURSE
<b>REPORTING TO:</b>	CLINICAL NURSING MANAGER
<b>AREA:</b>	VET NURSE
<b>HOURS PER WEEK:</b>	40

### Company Profile:

Linnaeus is a vibrant community of veterinary practices across the UK. We work across a range of areas within veterinary medicine from small animal to farm and equine.

We are all individual but two important things bring us together; a commitment to excellence in everything we do and our passion to make A Better World for Pets.

Linnaeus invest in quality practices who put patient care at the heart of everything they do. We are incredibly proud of each and every member of our diverse portfolio, from the UK's most respected small animal Referral Practices to our selection of high-quality Primary Care practices.

Our Values are: [Leadership with Integrity](#) | [Learning & Innovation](#) | [Lifetime Commitment to Quality Care](#)

## Overview

The Lead Nurse role is key to the business ability to provide a high level of clinical standards.

The Team Lead will ensure that patients are managed as effectively as possible from a nursing perspective to support the profitability and further growth of the practice. Working enthusiastically with your team you will help maintain a happy, efficient working environment whilst providing outstanding patient and client care.

## Main purpose & goals

- Maintain an overview of the nursing team and provision of animal care across the team that you lead
- Managing your area of responsibility by working with other lead nurses and the Clinical Nursing Manager in order to achieve this
- Demonstrating an excellent work protocol in all nursing duties including high level of hygiene and the ability to recognise and undertake relevant actions with regards to infection control
- Approximately 95% of the role will be clinical duties, to allow 5% for admin that may come with that role) including a full share of the on-call rota
- Ensure that you and those working in your area of responsibility provide a high and sustainable quality of nursing care
- Provide leadership to those working in your area of responsibility and others across the business

- Ensure effective communication within your area of responsibility, other team leads and the Clinical Nursing Manager
- Ensure that all cases in your team area are dealt with in a timely manner, and that unnecessary delays are prevented at all times
- Ensure that in your area of responsibility the team are implementing accurate patient record keeping and that all patient care instructions are followed by the nursing team
- Ensure all members in your area of responsibility team are aware of their roles and are clear on the objectives they are working towards
- Work with the Clinical Nursing Manager where required to help develop a skills matrix for nursing requirement within your area of responsibility your area of responsibility
- Work with the Clinical Nursing Manager to help support the identification, prioritisation and implementation of learning, development and CPD for nurses in your team where required
- Work with the Clinical Nursing Manager to ensure all new nurses entering the business are supported to complete their induction
- Provide effective line management of those in your team including regular feedback to the Clinical Nursing Manager who can ensure mentoring, coaching and development discussions where needed
- Carry Nurse appraisals if and when required by the Clinical Nursing Manager for those who work as part of your team
- Participate in external CPD appropriate to your role plus any training in-house, ensuring post-training feedback forms are completed/cascade of relevant information to appropriate team members
- Implement the Practice Standards Scheme across the practice
- Implement the ISFM standards across the practice
- Use Vetsafe reporting to target training where nursing care can be improved
- Ensuring all equipment across the practice is appropriately maintained and serviced
- Liaise with Linnaeus central office as necessary, attend Linnaeus nurse meetings and devolve any developments to the nursing team and SLT
- Report and summarise critical incidents as part of Practice Clinical Governance Policy
- Be fully aware of all Health & Safety issues and read all information supplied
- Adhere to confidentiality relating to all aspect of the business including complying with and assisting with all requirements relating to GDPR compliance.

## Person specification

Specification	Essential	Desirable
Experience	<ul style="list-style-type: none"> <li>A minimum of 1 year's post RVN registration</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading a team</li> <li>Mentoring experience</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>RCVS code of conduct</li> <li>Confident in the use of IT packages, email and online internet browsers</li> </ul>	
Qualifications	<ul style="list-style-type: none"> <li>RVN</li> </ul>	
Skills & abilities	<ul style="list-style-type: none"> <li>Excellent listening and communication skills</li> <li>Team player</li> <li>Highly organised with the ability to multitask, plan and prioritise effectively in accordance with business needs</li> <li>Proactive and well organised with an eye for detail</li> <li>Ability to manage projects through to completion, meeting deadlines and targets</li> <li>Remains calm under pressure</li> <li>Problem solving</li> </ul>	<ul style="list-style-type: none"> <li>Innovative and forward thinking</li> <li>Mentoring qualification</li> </ul>
Other qualities	<ul style="list-style-type: none"> <li>Ability to make decisions that benefit the whole team not individuals</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of organisational restrictions</li> </ul>

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