



Langford Veterinary Services
Job Description

Job Title: Head ICU nurse
Reports to: Nursing Manager

Job Purpose:

The main purpose of the post is to be responsible for organising and participating in the clinical activities within the ICU, line managing the ICU nursing and ACA team as well as ensuring that H&S policies are adhered to. Ensuring that a high standard of care, cleanliness and positive team morale is maintained throughout.

The job holder is to liaise closely with the Nursing Manager and other head nurses to support and share daily/weekly activities.

Principle Accountabilities:

- To organise the clinical activities within the ICU, to include ensuring appropriate support staff and equipment are available. Liaise closely with the clinicians to be able to manage and support the daily activities
- To line-manage the nursing and ACA team within the ICU to include; rotas, one to ones, appraisals, allocating holiday allowances and dealing with staff performance issues, with the support of the Nursing Manager
- To work as a clinical nurse and participate in the OOH's rota as required
- To ensure H&S policies are always adhered to, assist with fire drills and evacuation procedures, reporting accidents and incidents, assist with risk assessments and COSHH for the relevant areas
- To be responsible for ensuring that the ICU areas are kept in a clean and well-maintained manner, ensuring all cleanliness and hygiene are always maintained within the unit
- To raise any issues with the Nursing Manager and organise repair work through the Operations and Compliance Manager.
- To be involved in clinical governance and infection control meetings, and help instigate necessary changes to protocols/policies, ensuring that nursing and ACA teams always adhere to them
- To ensure that relevant audits are carried out and recorded, ensuring any issues arising as a result of these are discussed and documented with appropriate personnel

- To ensure that the area of work is always suitably staffed. To include discussions with the Nursing Manager regarding any staffing issues and future planning for new staff requirements.
- Assist and provide support for procedures with ICU patients
- Ensure the equipment within the area is use appropriately and is well maintained, ensuring good levels of supplies always and assist with monthly and annual audits as managed by the purchasing team
- Ensure adequate nursing care plans are set up and reassess as required in relation to the patients' needs
- Assessment of the BVSc and Veterinary nursing undergraduates during their rotation, support the rotation lead with communication and feedback
- All clinical nursing responsibilities
- Manage the OOH's rotas for ICU, liaising with staff and providing cover when required
- Be a clinical coach and personal tutor to the veterinary nurse students
- Champion the Continuous Improvement (CI) culture and collective message of what we want to achieve and why. Proactively identify and act upon opportunities for business improvement. Encourage and support CI and problem solving within your teams. Remove constraints and be available to provide guidance, advice, and support.
- Maintain good working relationships with all team members
- Communicating in an effective and pleasant manner with clients and colleagues always. To include cascading appropriate company communications to your team as necessary
- Attend and chair meetings as required by the Nursing Manager
- Carry out all other reasonable duties as requested by the Line Manager.

Person Specification

The skills, abilities, experience and knowledge outlined below provide a summary of what is required to carry out this job effectively.

Criteria	Essential	Desirable
<p>Relevant experience, Skills and Knowledge</p> <ul style="list-style-type: none"> • Registered and clinically experienced Veterinary Nurse <ul style="list-style-type: none"> ○ Minimum of 12 months working as a VN in clinical practice • Experience of working within a referral environment • Able to carry out veterinary nursing duties as listed above 	<p>Yes Yes</p> <p>Yes</p> <p>Yes</p>	
<p>Relevant Qualifications</p> <ul style="list-style-type: none"> • RCVS Listed Veterinary Nurse • Advanced Diploma or similar • Clinical coach or similar 	<p>Yes</p>	<p>Yes Yes</p>
<p>Communication and Interpersonal Skills</p> <ul style="list-style-type: none"> • Communicating effectively with clients • Ability to work within a team • Ability to act independently 	<p>Yes Yes Yes</p>	
<p>Additional Criteria</p> <ul style="list-style-type: none"> • Flexible approach to work • Interest in advancing own qualifications • Eligibility to work in the UK 	<p>Yes</p> <p>Yes</p>	<p>Yes</p>

I understand and agree the principle accountabilities of my job description.

Sign:

Date: