

Job Detail

(Overview, Role Detail and Person Specification)

School of Health & Society

**Head of Children and Young People's Nursing
Grade 9 - 1 FTE**

MPF2291

Role Title: **Head of Children and Young People's Nursing**

Reports To: **Director of Nursing and Midwifery**

Overview

Welcome to the University of Salford– a forward-thinking, dynamic institution with a commitment to lifelong learning and real-world impact. Salford has a rich history and an exciting future; we sit at the heart of the Northern Powerhouse and actively engage with stakeholders across the region to address priority health and social needs. The University and the School actively promotes civic responsibility and our contribution to addressing the needs and aspirations of our local community. At the same time the national and global reach of the University continues to grow, with international collaborations in learning and teaching, research and innovation and public/social policy development.

The School of Health & Society is one of the largest providers of nursing, midwifery and allied health professional education programmes in the UK, known for its track record of collaborating with a wide range of industry partners across health and social care to produce highly skilled graduates with real work experience. We are at an interesting time in the Higher Education sector, there are significant developments in terms of oversight, student expectations and changing demographics and we are trying to do things differently so we can not only respond to, but influence change and strengthen our team of professionals.

The Directorate of Nursing and Midwifery offers pre-qualifying Children and Young People's Nursing at undergraduate and postgraduate levels. In addition, there is a very successful Nurse Associate apprenticeship programme. Post graduate taught programmes include nursing, midwifery, advanced clinical practice, leadership and management and professional doctorate. There is a thriving research culture with contributions across the school's research groups. We work collaboratively with partners to deliver high quality CPD, consultancy and workforce development nationally and internationally including Thailand, China and Gibraltar.

We are seeking to appoint an exceptional candidate to the role of 'Head of Children and Young People's Nursing'. The Head of Children and Young People's Nursing provides strategic and operational leadership and management across pre-qualifying nursing education, postgraduate taught and research programmes, workforce development, enterprise and innovation. The post holder will have lead responsibility for identified specific areas of operation within the Directorate and the School. The successful candidate will have a demonstrable commitment to, and understanding of,

the current and future context of nursing education and workforce development and a desire to be at the forefront of change.

Role Detail

Role Purpose

- To provide leadership for children and young people's nursing academics, promoting excellence in teaching, research, enterprise and the overall student experience.
- To provide leadership to enable a culture that supports the development of others and meets organisational objectives.
- To lead and manage the planning, development and delivery of a range of high-quality programmes of study and/or research, ensuring that design and delivery comply with academic quality standards, regulations of the University and professional bodies i.e., Nursing and Midwifery Council.

Responsibilities

Teaching and Learning

- Initiate and lead the development and delivery of high-quality taught programmes that meet stakeholder needs, including those related to Children and Young People's nursing and other programmes.
- Provide leadership in monitoring the quality of teaching and learning provision including NSS/OfS objectives.
- To lead on creative pedagogies, supporting the development of innovative and appropriate teaching techniques and assessment procedures across the breadth or depth of subject area, with appropriate professional recognition and dissemination of good practice via publication.
- Assist the Dean of School/ Associate Deans of School and Director in ensuring that the teaching and professional activities of the Directorate are maintained in accordance with accepted professional body accreditation, University regulations other quality assurance mechanisms.
- Membership of professional groups at national/international level e.g., professional standards bodies, significant conference committees and editorial boards of professional journals.
- Carry out administrative and managerial duties in relation to teaching activity and projects as required to ensure high quality student experience, including supporting the programme leaders and/or module leaders.
- Engage in scholarship to inform curriculum and course design through e.g., research, industrial engagement, working with communities, third sector organisations etc., consistent with the University of Salford Business strategy.

Research

- Actively support and carry out research and scholarship which supports and informs programme currency and delivery and contributes to the health and wellbeing of children, young people and their families.
- Undertake independent and/or collaborative research with demonstrable impact e.g., on industry, research, policy, regulations, health and social care practice and public organisations.
- Contribute to the reputation of research in the school through national/ international collaboration and publication in peer-reviewed international academic journals and other forms of dissemination in quantities appropriate to the discipline, achieving citations, reviews and other forms of peer recognition.
- Generate external funding, including research, knowledge transfer and engagement grants.
- Mentor / coach colleagues and supervise postgraduate research students as appropriate.
- Deliver presentations at national or international conferences and other similar events.

Leadership, Management and Engagement

- Lead and ensure effectiveness of major projects/programmes/ subject area, developing and enhancing procedures and processes, organising and promoting interprofessional learning and working, studies, and developing collaborative arrangements to support teaching, learning, research and enterprise.
- Responsibility for key identified areas of operation within the Directorate and School.
- Identify opportunities for strategic development of new programmes or appropriate areas of activity and contribute to and take responsibility for implementing these ideas.
- Line management responsibility for identified staff, authorise leave and manage absence, undertake performance and Career conversations and workload review.
- Contribute to the effective implementation of the Salford Academic programme and workload review across the Directorate to ensure that School operational objectives are met and there is effective deployment of staff resource.

- Contribute to staff development activities in the Directorate; identifying current capabilities and future needs for those working in specific areas.
- Engage in recruitment, selection and induction of academic staff.
- Act as a formal mentor/coach for junior colleagues.
- Lead and/or develop internal networks, working groups and committees which have input or contribution to cross university functions and/or impact upon institutional decision making and governance.
- Lead/develop external networks, such as a sub-committee of a professional body, employers' association, group of universities etc., provide consultancy/ professional advice to such bodies or act in the capacity of external examiner to other Institutions.
- Develop successful collaborations with external partners and networks such as professional bodies, employers, HEIs, community organisations; provide consultancy/ professional advice to external bodies; act as an external examiner to other Institutions.
- Contribute to the development of alternative sources of income through co-production with external partners for example through research, consultancy, CPD, short courses; sharing and disseminating new ideas, products and processes to external partners, delivering quality within budget and on time.
- Generate income, external recognition for self and School and participate in community engagement activity such as community liaison, contribution to creation and/or development of social enterprise or contribution to the transfer of intellectual property.

Other tasks

- Perform any other duties appropriate to the grade as may be required by the Dean of School/Associate Deans of School and Director, etc.
- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy.
- Engage with the University's commitment to deliver value for money services that optimise the use of resources by maintaining a cost-conscious approach when undertaking all duties and aspects of the role.
- Promote equality and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy.
- This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

Indicative level of membership for Higher Education Academy: Principal Fellow or Senior Fellow

Person Specification

Consideration should be given to the following four themes which will be tested at each stage of the recruitment process

- Teaching and learning
- Research and innovation
- Leadership, management enterprise and engagement
- Internationalisation

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	Current NMC registration as a Children's Nurse.	Essential	A
2	Hold a Higher Degree in a relevant Discipline.	Essential	A
3	Hold a Postgraduate Certificate of Academic Practice or equivalent higher education teaching qualification.	Essential	A
4	A Doctorate in a health-related area or working towards.	Desirable	A
5	Principal / Senior Fellowship of Higher Education Academy.	Desirable	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
6	Teaching experience with students in a higher education environment or other formal settings at a variety of academic levels.	Essential	A, I
7	Experience of the leadership and management of teaching and learning within higher education or similar environment.	Essential	A, I
8	Experience of leading and managing staff in a higher education or other relevant context.	Essential	A, I
9	A research profile commensurate with the position.	Essential	A, I
10	Experience of constructive engagement with industry partners including the development of new business ideas.	Desirable	A, I

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
11	A broad range of contemporary children's nursing policy, practice and research, including key issues for external stakeholders.	Essential	I
12	Current issues facing the higher education sector with a particular focus on Children and Young People's Nursing.	Essential	I
13	Creative approaches to teaching, research and practice in student learning, teaching and assessment.	Essential	A, I
14	The importance of establishing and maintaining recognition in research and scholarship in their field by publication.	Desirable	A, I

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
15	Excellent written and verbal communication skills and abilities.	Essential	A, I, P
16	The ability to work both independently and as part of a team.	Essential	A, I
17	The ability to work effectively with internal and external stakeholders.	Essential	A, I
18	Good organisational skills in relation to workload of self and colleagues.	Essential	A, I
19	Commitment to personal and professional development of self and colleagues.	Essential	A, I

A = Application form, I = Interview, P = Presentation, T = Test

Candidates

In order to fully meet the essential criteria candidates must show clear evidence of how they meet the criteria. Simply stating that you have a skill or experience in an area is not sufficient, you must provide a clear example to show how you have met each of the criterion you address.