

PERSON SPECIFICATION



Job title: Palliative Care IPU Lead / Ward Senior Nurse

Department: IPU

Responsible to: Clinical Director

Grade: SMH Band 7

Job Purpose

To provide strong leadership and operational management of the Hospice Inpatient Unit (IPU), maintaining a strong clinical presence on the IPU while role modelling high-quality palliative care.

The successful candidate will support and develop the wider team through visible clinical leadership and close collaboration with the Deputy Ward Leads.

Working closely with the Clinical Leadership Team (CLT); and as a member of and with the Clinical Management Team (CMT) to ensure safe coordinated care across the organisation.

To provide direct line management to a team of deputies and support the management of the IPU and service development in line with SMH strategic objectives.

To ensure specialist clinical nursing care, expertise, knowledge, and skill to ensure optimal care, quality, governance and safety of patients and their families.

Requirements	Essential	Desirable	Evidence
Education/ Qualifications	<p>RN (Adult) 1st Level with NMC Registration with active PIN (no restrictions on practice).</p> <p>Degree level study or equivalent experience in appropriate clinical area</p> <p>Demonstrate extensive Palliative care study / course attendance</p> <p>Ability to study at master's level</p> <p>Management qualification / course</p> <p>Leadership qualification / course</p> <p>Teaching qualification or experience of formal and informal education provision</p> <p>Advanced Communication Course</p>	<p>Relevant continuing professional development in leadership and management</p> <p>Quality improvement / service development training</p> <p>Master's degree</p> <p>Palliative care academic module / course</p> <p>ReSPECT trained.</p> <p>Student Nurse Mentor/Supervisor course</p> <p>Clinical Supervision facilitator training</p>	<p>CV / Application Form</p> <p>Certificates</p> <p>PIN Number</p>

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	Evidence of recent relevant CPD		
Previous Experience	<p>Minimum of 5 years' experience of working in a Palliative and End of life care setting.</p> <p>Experience of a leadership role within an Inpatient Unit</p> <p>Proven clinical leadership experience with management of teams and with excellent leadership and management skills.</p> <p>Experience of workforce management and development.</p> <p>Evidence and experience of being able to lead in and assist others in clinical audits, quality assurance, patients' safety, clinical governance, and research & service development.</p> <p>Experience of change management.</p> <p>Evidence of prioritising own workload and that of others.</p> <p>Experience of medicines management</p>	<p>Experience of working in the community setting.</p> <p>Experience of service development and improvement.</p> <p>Experience of CQC inspections and quality governance reporting.</p> <p>Experience of supporting and developing individuals and teams to develop and excel.</p>	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>
Skills, Knowledge, Abilities	<p>Clinical skills</p> <p>Ability to assess, plan, implement and evaluate plan of care.</p> <p>Can demonstrate insight into the needs of Family and carers.</p> <p>Demonstrate experience of clinical governance and risk management.</p> <p>Ability to assess and escalate changing needs of a patient.</p> <p>Ability to work within a multidisciplinary team, with team skills.</p> <p>Influencing and negotiation skills.</p> <p>Excellent written and oral communication skills.</p>	<p>Good understanding of end-of-life care priorities and initiatives both locally and nationally.</p>	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>

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	<p>Ability to work on own and in conjunction with other senior clinical and non-clinical colleagues.</p> <p>Ability to work under pressure.</p> <p>Good organisational and time management skills.</p>		
Attitude, Aptitudes & Personal Characteristics	<p>Professional at all times.</p> <p>Motivated and able to motivate others</p> <p>Calm, objective and flexible</p> <p>Good interpersonal skills</p> <p>Effective multi-professional working</p> <p>Ability to work across SMH services as needs dictate.</p> <p>Positive and enthusiastic attitude</p> <p>Willingness to learn.</p>		<p>Interview</p> <p>References</p>
Other requirements (e.g., on-call/driving licence/shifts)	<p>Car driver (Full clean UK license)</p> <p>Ability to work shifts, weekends, bank holidays and occasional nights when needed</p>		

Reviewed by:	Karen Drake, Clinical Director	Date:	January 2026
Signed by employee:		Date:	