

JOB DESCRIPTION

JOB TITLE: Associate Cancer Clinical Nurse Specialist

DEPARTMENT: TBC

BAND: 6

CONTRACT: TBC

HOURS PER WEEK: TBC

ACCOUNTABLE TO: Line Manager

OTHER ACCOUNTABILITIES: Lead Cancer Nurse

Lead Cancer Clinician

Divisional Senior Leadership Team

BASE: TBC

ROLE SUMMARY

In this position the postholder will have a key role working within and supporting a multi-professional team, providing a specialist service to a caseload of patient's families and carers throughout their cancer pathway and beyond. The postholder will be responsible for working collaboratively with a range of healthcare professionals and agencies, providing specialist advice and support, to ensure the delivery of high quality and efficient services to meet the cancer priorities of the organisation and the national cancer agenda.

This role requires the postholder to maintain professional standards, act as a role model and work collaboratively and effectively with members of the Multidisciplinary Team. The postholder will be expected to provide education & training to colleagues pertinent to the role and ensure they maintain their own professional development.

KEY WORKING RELATIONSHIPS

The post holder will build and maintain effective working relationships with:

- Macmillan Lead Cancer Nurse.
- Clinical cancer teams, particularly the Cancer Care and Support Coordinators, Clinical Nurse Specialists and MDT Co-ordinators.
- Cancer clinicians including medical colleagues and Allied Health Professionals.
- Operational and managerial teams within the hospitals.
- Macmillan Information and Support Centre team.
- Health, social and community network, external statutory / charity / third sector organisations within Greater Manchester.

Clinical

- Provide appropriate support and clinical specialist nurse input to agreed standards throughout the diagnostic process, at diagnosis and throughout the cancer pathway
- The postholder will assess individuals care needs, developing, planning, implementing and evaluating care to meet the needs of patients within the clinical environment and outpatient setting.
- Identify and assess patients physical, social and psychological needs to support the development of holistic needs assessment and personalised care and support plans.

- Provide on-going advice and support to enable patients to make informed decisions about their management and care
- Support the delivery of all personalised cancer care key metrics as per national recommendations.
- Provide advice, support and symptom management for patients and carers within the scope of expected practice aligned with the ACCEND framework for registered/enhanced level of practice.
- Communicate highly complex and sensitive information to patients and carers within clinical competence.
- To make judgements surrounding complex health concerns or situations which require analysis, interpretation and a range of care options to enable the initiation of nursing care interventions.
- Support outpatient clinics ensuring patients have appropriate support and information as well as an opportunity to discuss any questions or concerns, providing written and verbal information.
- Attend and support discussions within the Multi-Disciplinary team (MDT) meetings. Supporting with the communication of outcomes with patients, clinicians, and other relevant members of the MDT.
- To support the coordination and provision of services to patients throughout the cancer pathway ensuring continuity of care, aiding communication between internal and external MDTs and liaising with medical, surgical and oncology services.
- Advise patients and their families regarding future management and liaise as appropriate with the multi-disciplinary health care teams, including voluntary agencies and hospices.
- Complete and utilise Advanced Communications Skills and Psychological Support Level 2 training in daily practice.
- Work collaboratively with key stakeholders to support the implementation of local, regional and national strategies.
- Meet and welcome service users, be proactive in establishing positive and professional communication with the public.

Leadership & Management

- Analyse various sources of information to assess risks and make judgement on the potential impact.
- Organise and plan own caseload activity to meet the needs of the patients and demands of the service.
- Contribute to the effective planning and use of resources.
- Monitoring of agreed standards of care and action planning to assess the effectiveness.
- Participate in the development of annual reports and/or service reviews.
- Contribute to the Trust Cancer Quality Surveillance process.
- The postholder will be expected to deputise for the other senior specialist nurses in the team as required.
- To evaluate existing service, identifying areas for improvement and encourage team working, innovation and development in practice.
- Attend departmental and network meetings as required.
- On occasion the postholder may be required to provide line management to junior members of the team undertaking associated responsibilities such as 1-1s and annual appraisals.

Education & Training

- Attend national and regional meetings and conferences appropriate to the role and service to ensure knowledge and skills are refreshed and kept up to date.
- Meet the required competency standards for the Associate Cancer Nurse specialist role in line with ACCEND and site-specific competencies as required.
- Assist in the provision of a supportive learning environment for students and other learners.

- Provide and develop specialist teaching which will include practical and theoretical sessions to support multi-professional staff.
- The postholder will be supported by your line manager to identify personal objectives in conjunction with their line manager and access further education as required to improve specialist knowledge and skills.
- Establish and maintain evidence-based practice in the clinical environment ensuring processes are in place for the identification, collection, and evaluation of information to support clinical decision making.

Research & Audit

- To assist and participate in research, development, and audit within speciality and clinical competence.
- Demonstrate the ability to use current research to develop practice, ensuring this is from a reliable source and evidenced based.
- Provide support to staff willing to undertake research and education projects.

Professional

- Maintain accurate and timely patient records and documentation in accordance with NMC Code of Conduct and Trust policy.
 - To always uphold the Trust's professional practice standards acting as a role model.
 - Actively contribute and participate in the Trust's clinical governance agenda.
 - Maintain continued professional development.
 - Complete mandatory training in line with Trust policy.
 - Maintain relevant professional registration.
- Trust specific information – health & safety, safeguarding, infection control and data/confidentiality.
 - Organisational Structure – Trust specific

Person Specification

	Essential	Desirable	Method of Assessment
Qualifications	Current NMC Registration Educated to degree level (level 6) Relevant courses appropriate to clinical area. Evidence of continued professional development.	Evidence of post registration education in Cancer/Palliative Care/Speciality – either working towards or prepared to undertaken within 6 months of commencing in post . Evidence of Masters level study Teaching and Assessing Certificate/Mentorship. Advanced Communication and Psychological level 2 training	Application Certificates Interview

Experience	<p>Significant experience post registration at band 5 level or above within relevant speciality.</p> <p>Experience of multi-professional working.</p> <p>Experience mentoring/supervising others.</p> <p>Experience of managing change.</p>	<p>Experience of audit and research.</p> <p>Leadership and management experience.</p>	<p>Application Interview</p>
Skills/Knowledge	<p>Knowledge of cancer terminology and pathways and treatments</p> <p>Ability to work autonomously and as part of an effective MDT.</p> <p>Ability to plan, organise, prioritise and delegate effectively and support staff.</p> <p>Exemplar effective verbal and written communication skills. Able to support people with life changing news</p> <p>Ability to interpret data and utilise to improve practice.</p> <p>Ability to support, encourage and motivate others.</p> <p>Computer literacy skills.</p>	<p>Working knowledge of the current NHS Cancer agenda.</p> <p>Advanced Communication Skills Training / equivalent experience and willingness to undertake training.</p>	<p>Application Interview</p>
Personal Attributes	<p>Ability to deal with complex and difficult emotional situations.</p> <p>Act as a role model demonstrating appropriate behaviours in line with Trust Values and adherence to policy and standards.</p> <p>Remains calm and diplomatic under pressure.</p> <p>Assertive and confident yet approachable.</p> <p>Ability to recognise own limitations.</p> <p>Ability to work under pressure.</p>		<p>Application Interview</p>

	<p>Flexible to meet the needs of the service.</p> <p>Demonstrates enthusiasm.</p> <p>Positive attitude.</p>		
Other	<p>Ability to travel as required for the role.</p> <p>Occupational Health Clearance.</p>		<p>Application</p> <p>Interview</p> <p>References</p> <p>Occupational Health Assessment.</p>