

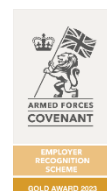


Chief Nurse Interface Division NHS Greater Glasgow and Clyde

Location: Various locations within GGC

Closing date: 23:59, Sunday 27th April, 2025

Job Reference no: 210202



Recruitment pack – Chief Nurse, Interface Division

Contents

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We are recruiting for the position of Chief Nurse, **Interface Division**, NHS Greater Glasgow and Clyde. We trust this information pack contains all the details you will require to apply.

Candidate applications for this post are being invited via the NHS Scotland Recruitment system called Jobtrain.

NHS Scotland does not accept CVs instead candidates are asked to, click on the '**Apply for Job**' button on the NHS Scotland job portal [Apply for Job](#) to access, complete and submit the online application form. Please ensure all sections of the application form are fully completed.

For further details on how to apply and to complete the NHS Scotland Online Application Form: [NHS Scotland | Jobs | Search here for your perfect career - Jobs Page](#) **Select Employer >Greater Glasgow and Clyde>Job Type>Senior Manager Level>Job Reference No. 210202.**

If you experience any difficulties accessing Jobtrain or completing the online application form, please contact Heather Silvester Senior Recruitment Team Lead at heather.silvester@nhs.scot or Susan Chisholm, Recruitment Lead at susan.chisholm3@nhs.scot

Welcome from NHS Greater Glasgow and Clyde's Recruitment Service

Dear Candidate,

Thank you for expressing an interest in the position of **Chief Nurse, Interface Division**, with NHS Greater Glasgow and Clyde. This is an extremely critical and high-profile role within our organisation, and we appreciate your consideration for this unique opportunity. We hope that the enclosed candidate information pack will assist you in determining whether you are the right person to address the key challenges and opportunities this role presents.

We are excited about this rewarding position and hope it captures your imagination, encouraging you to apply to be the next **Chief Nurse, Interface Division** for NHS Greater Glasgow and Clyde.

As Scotland's largest NHS Health Board, we are renowned for delivering modern, high-quality patient care and for our commitment to progressive medicine. To maintain and build on this, it is essential that we continue to attract and nurture talented, public-service-oriented professionals who share our ambition to grow and strengthen our great community.

Our vision is to enhance the delivery of quality health and care services, ensuring positive health outcomes and experiences for the people of Greater Glasgow and Clyde. This role will be pivotal in achieving that vision.

The **Chief Nurse** position is both strategic and operational, requiring a blend of visible leadership, substantial experience, and a strong alignment with our values. You will be expected to bring a fresh, forward-thinking, and collaborative approach, guiding and supporting our organisation as we move forward.

Please note that the recruitment process will include a pre-interview assessment for shortlisted candidates, prior to the formal interview stage. Details of this assessment will be provided to shortlisted applicants.

To assist with your application, this candidate information pack includes:

- Recruitment Advertisement
- Job Description and Person Specification
- NHS Greater Glasgow and Clyde Core Leadership Competencies/NHS Scotland Values
- Terms and Conditions of Appointment
- Recruitment Process and Timetable, as well as How to Apply

NHS Greater Glasgow and Clyde is a **Disability Confident Employer**, committed to offering reasonable adjustments throughout the recruitment and selection process to ensure that prospective candidates are not disadvantaged.

If you require further support or adjustments at any stage, or if you have any questions about the process, please do not hesitate to contact Heather Silvester, Senior Recruitment Team Lead, at heather.silvester@nhs.scot

We look forward to receiving your application and appreciate your interest in joining NHS Greater Glasgow and Clyde.

Kind regards,

Recruitment Services

NHS Greater Glasgow and Clyde

Chief Nurse

Advertisement

Post: Chief Nurse – Interface Division
Salary: Agenda for Change **Band 8D - £99,534 to £103,795 per annum**
(pro-rata for part time)
Hours 37 hours per week
Tenure Permanent
Location: **Various Locations across GGC**

Relocation Package where appropriate

About Us

Our transformation journey over the past number of years has been hugely progressive and you will be joining at a time as we set on our next phase of improvement ambitions in our *Moving Forward Together* strategy.

NHS Glasgow Greater Glasgow and Clyde (NHSGGC) is the largest NHS Health Organisation in Scotland providing acute hospital, primary, community and mental health services to a population of 1.3 million plus providing specialist regional and national services to more than half of Scotland's population. The geographical area covered is diverse; encompassing 6 HSCPs and with an annual revenue budget of c £4.4 billion and a capital budget of £98m.

NHSGGC is committed to ensuring constant development of its safe person centred care models by incorporating and recognising innovation and technological advancement are key components of a modern healthcare system. We care passionately about the quality of care we deliver and have an exciting vision for the future which promotes a culture of person centered care, placing the patient at the heart of everything we do.

The Role

We are looking to appoint an enthusiastic, dynamic and innovative individuals to support nursing leadership at a senior level across NHSGGC. You will inspire others and lead by example, promoting a culture of continuous quality improvement which values continuous professional development and strives for excellence in all aspects of the delivery of patient care. As well as a real focus on nursing and quality, the post holder will work with the other members of the senior team to deliver our financial, performance and staff governance agendas.

About You

As a registered nurse with valid current NMS registration and a first degree and post graduate Master's degree, or equivalent experience, you will have management

experience in the NHS or another complex multidisciplinary public or private sector organisation. We are also looking for strong influencing and leadership qualities and a track record of success in delivery and collaborative working.

If you believe you have the skills and experience we are looking for, we welcome your application.

If you would like to find out more about this post before applying, in confidence you can contact:

Professor Angela Wallace, Executive Nurse Director

Email: Angela.Wallace@nhs.scot

For shortlisted candidates, you should be aware the selection process will include a pre-interview assessment process prior to a formal interview. Details of the pre-interview assessment will be communicated to shortlisted candidates.

NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

By signing the Armed Forces Covenant, NHSGGC has pledged its commitment to being a Forces Friendly Employer. We support applications from across the Armed Forces Community, recognising military skills, experience and qualifications during the recruitment and selection process.

Regardless of nationality the recruitment process for all candidates includes a Right to Work in the UK check.

EU Settlement Scheme: As part of the recruitment process, you will be required to produce proof of your EU Settlement status from 1st July 2021 to demonstrate your Right to Work in the United Kingdom. Further information: <https://www.gov.uk/settled-status-eu-citizens-families>

Candidates should provide original and authentic responses to all questions within the application form. The use of artificial intelligence (AI), automated tools, or other third-party assistance to generate, draft, or significantly modify responses is strongly discouraged. By submitting your application, you confirm that all answers are your own work, reflect your personal knowledge, skills and experience, and have not been solely produced or altered by AI or similar technologies.

For application portal/log-in issues, please contact [Jobtrain support hub](#) in the first instance.

Closing date 23:59, Sunday 27th April, 2025.

Please note, CVs and resumes will not be accepted

**NHS GREATER GLASGOW AND CLYDE
JOB DESCRIPTION**



JOB DETAILS

Job Title: Chief Nurse – Interface Division

Accountable to: Interface Director

Date Reviewed: March 2025

JOB PURPOSE

As a member of the Interface Division Senior Leadership Team the post holder will play an active role in contributing to the strategic direction of the Interface Division, supporting the Director to manage the delivery of a range of high quality, economic, safe, efficient and patient-centred services in compliance with national and local targets.

The principal objective of the post is to lead, inspire, direct and promote systemic improvements in Clinical Care and Healthcare Quality to the nursing staff within the Interface Division and foster a culture which values continuing professional development and strives for excellence in all aspects of the delivery of patient safety and care.

Reporting to the Board's Executive Nurse Director, this post will be key in leading and directing the strategic professional and clinical development of nursing and to improve care and the quality of patients and staff experience, as the reform agenda is developed and implemented in NHSGGC.

Contribute to and lead the nursing workforce towards full development, implementation and integration of NHS GGC Nursing and Midwifery Strategy and the Care Assurance System within all areas of responsibility.

Lead and influence a rapidly developing a new model and approach for GGC, which embeds a culture of delivering continuous quality improvement. A key element will be to ensure the standards from NHS Scotland's National Quality Strategy, NHS GGC Quality Strategy and the Nursing and Midwifery Strategy, Leading the Way. In addition, the post holder will be required to deliver the key policies and strategies, in line with local and national priorities. The following list is representative but not exhaustive.

- a. NHS GGC Nursing and Midwifery Care Assurance and System
- b. NHS HIS Safe Delivery of Care Standards
- c. Scottish Patient Safety Programme (SPSP)
- d. National Frailty Standards
- e. Person Centred and values-based Care
- e. Patients' Rights Act and GIRFE
- f. As well as future care development programmes

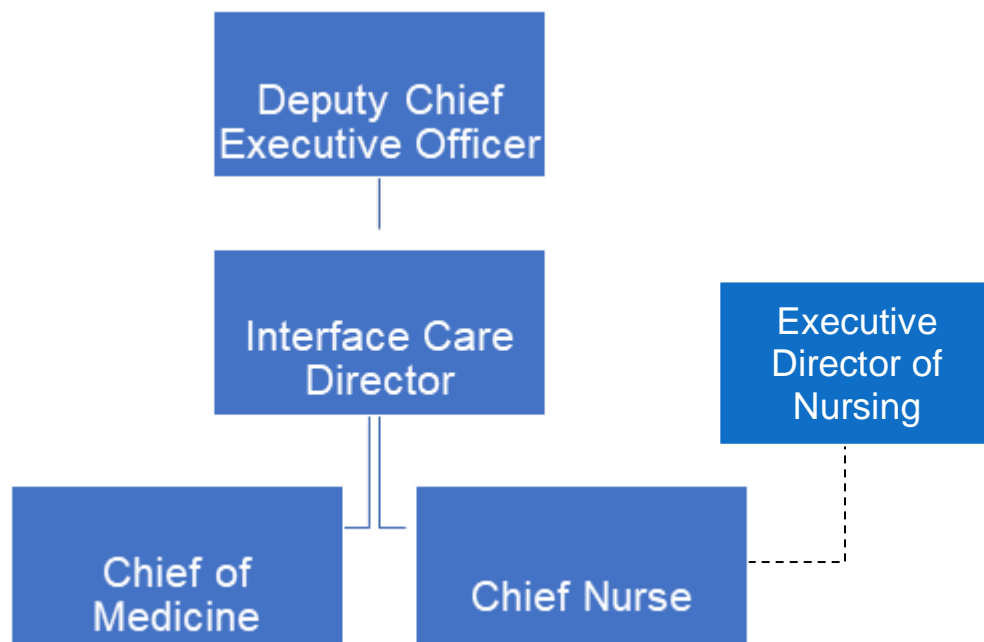
The post holder will provide visible professional leadership, influence and affect change at strategic, clinical, service development and administrative levels within the organisation ensuring that national and local requirements are delivered timeously and to the highest agreed quality standard.

DIMENSIONS

NHS Greater Glasgow and Clyde (NHSGGC)

- NHSGGC is the largest provider of health services in Scotland and one of the largest in the UK
- NHSGGC delivers services in 35 hospitals and in over 50 health centres and clinics
- NHSGGC covers a core population of approx. 1.2 million and provides specialist services to patients on both a regional and national basis
- NHSGGC has an annual income of around £4.6 billion to deliver local, regional and national services. A significant portion of our income is from other NHS areas for providing services to non-residents
- NHSGGC has an annual capital spend of £62.6 million
- NHSGGC employs around 42,000 staff
- NHSGGC works with 6 Health and Social care Partnerships within its local area.
- NHSGGC works in close partnership with all NHS organisations, local authorities and other agencies to ensure that services work effectively and efficiently in tackling inequalities and underlying health problems in local communities. The healthcare challenge within NHSGGC is considerable, many of the most deprived communities in Scotland (and in the UK as a whole) exist within the Board's boundaries.

ORGANISATIONAL POSITION



ROLE OF DEPARTMENT

The Interface Division reporting into the Deputy Chief Executive will act as an innovation incubator where we can nurture and support a rapidly developing new approach. The Interface Director would oversee all function, resources and performance KPIs for the “Flow Navigation Centre Plus” including:

- Leading the development of the current FNC model into an FNC +Plus model of care linking to all urgent care services across acute and the 6 HSCPs
- Leading the establishment of a new Virtual hospital (supporting speciality clinics and virtual beds) with circa 1,000 virtual beds and significant remote monitoring capability
- Expanding the traditional hospital at home service
- Leading the development of a new system control room and early whole system escalation process
- Ensuring most effective utilisation of the planning & improvement and digital resources dedicated to support the accelerated development of the interface care division/sector

To deliver safe, high quality, responsive, effective, person-centred care to the population of NHS Greater Glasgow and Clyde, which is quality driven and contributes to the ambition of NHS Greater Glasgow and Clyde to provide high performing, high quality innovative health and social care that is person-centred and supports our population to live healthier lives.

To deliver services and operate in a way which fully contributes to the delivery of the Board’s wider Corporate Objectives and NHS GGC reform and annual delivery plan, and broader strategies.

KEY RESULT AREAS

- Ensure the principles of Person-Centred, Values-Based health Care and GIRFE encompassing caring for patients and staff with compassion, dignity and respect are incorporated into all aspects of the post holder’s portfolio. Also included in all aspects of the portfolio is an emphasis on continual quality improvement.
- Provide professional and clinical leadership support to the Interface Division, ensuring that a framework is in place to make certain all nursing staff are appropriately managed and are clinically and professionally developed to ensure they are, efficient, effective, engaged and highly motivated in line with the NHS Greater Glasgow and Clyde Nursing and Midwifery strategy, Care Assurance Standards and NHS GGC Quality Strategy.
- Lead the development and implementation of a single Governance Framework and an integrated, whole-system approach to nursing and midwifery practice across the Interface Division working closely with NHS GGC NMAHP Directorate, and Organisational Development colleagues to deliver long-term, effective and sustainable change to ways of working.
- Be highly visible within the Division by actively engaging with clinical teams, observing practice, engaging with patients and relatives a commitment to a minimum of 2 days per month in clinical areas.
- Professionally develop Nursing and Midwifery over a range of specialties, including highly complex services, in management and delivery e.g. how to optimise use of resources against acuity models and effective practice development.

- To lead on the development and monitoring of the Interface Nursing Workforce and Workload Plan ensuring application of Scottish Government CEL 32 and the Nursing and Midwifery workforce workload planning tools are utilised in conjunction with professional judgement and clinical indicators.
- Contribute effectively to financial balance by scrutinising bank usage and all other nursing workforce expenditure, monitoring budgetary spend and compliance with defined allocation and taking corrective action when there is risk of overspend.
- Following NMC implementation on Nursing/Midwifery revalidation, ensure the Division establishes and implements the agreed model of revalidation across the division.
- Ensure that a consistent approach is taken within the Division to ensure nursing staff comply with Board-wide policies and procedures and adhere to the Terms of the NMC code of professional conduct.
- Deputise as required for the Executive Nurse Director or Deputy Nurse Directors. Lead for Child protection and adult support and protection ensuring systems in place to comply with legislation and guidance.
- Chief Nurse will be lead NHS HIS Safe Delivery of Care Standards. Chief Nurse will work collaboratively with the Chief Nurses Acute Services, NMAHP Directorate, Chief Nurses Partnerships and the Associate Nurse Director for IPC.
- Participate in the Executive management on call rota.
- Chief Nurse will support the development of research & development in nursing and midwifery and the implementation of the NHSGGC Nursing and Midwifery Research Strategy.

Performance Management

- Assist the Interface Director and contribute to the development and achievement of the Interface Division's Health & Safety plan and objectives, with the Chief of Medicine.
- In collaboration with the Chief of Medicine, lead on the Division's Clinical Governance strategy, service improvement agenda, with a particular focus on the patient experience.
- Promote and support implementation of the output from National and Internal Scrutiny GGC Care Assurance standards and the assessment process and High Impact external Intervention audits (e.g. OPAH, HEI)
- Implement the delivery of the Nursing and Midwifery Strategy Leading the Way.
- Ensure effective supportive action is taken where Nursing performance is identified as falling below expected levels e.g. coaching nurses and developing competency corrective plans, supportive team measures.
- Support the delivery of the Boards Equality and Diversity Plan in terms of Nursing recruitment, retention and development including a focus on the internationally educated nurses in GGC.
- Produce regular reports across a range of activities to provide senior management team with operational updates, performance analysis and achievement of objectives across the interface areas.

Risk and Clinical Governance

- Ensure that all aspects of clinical risk and clinical governance are robustly and effectively managed, especially those that relate to Nursing or Midwifery, and quality of clinical care and practice.

- Implement Board and division wide systems, control processes and clinical risk management arrangements to support monitoring of compliance with internal and external governance and best practice requirements.
- Support investigations, making recommendations, devising action plans and ensure lessons are learned and improvements progressed from SCIs, Complaints, Ombudsman Reports, FAls' and patient feedback from comments and suggestions.
- Take the lead for the Division's approach to HEI, control of infection, and monitor compliance and report through appropriate governance channels.
- Ensure the Division has a comprehensive approach to the auditing of records and care plans from Ward to Senior Management Teams, ensuring improvements are driven and sustained.
- In collaboration with the Chief of Medicine lead the implementation of SPSI with the specific lead responsibility for the four identified areas of harm.

Financial Management

- Ensure all resources in relation to nursing budgets and expenditure are effectively deployed to achieve the best outcome with reference to the Division's Business Plan.
- Responsible for reviewing and monitoring the use of nursing/midwifery resources and ensuring control systems are in place for authorising additional hours and adjusting staffing and skill mix.
- As a member of the Interface Division's Senior Leadership Team contribute to the financial decision making of the Division to ensure financial balance.
- Assist and contribute to the discussions on the Financial Improvement Plan (FIP) process.
- May be responsible for delegated budget for project work streams, training initiatives, government funded programmes or similar

Strategy and Service Improvement

- Support the Implementation of quality Service Improvements from both National and local initiatives or development programmes that contribute to the improvement and modernisation of patient services in an innovative and cutting-edge way, providing both professional and clinical advice as necessary.
- Ensure the development and coordination of agreed corporate actions in response to external reviews, and internal indicators such as complaints, clinical incidents and the patient experience are acted upon.
- Identify and take forward the specific contribution nursing and midwifery can make to the development of the service.
- Support the Deputy Nurse Directors, and Board Nurse Director to:
- Represent the NHS Board within the community and with partner Organisations - working closely with them to institute integrated working in the best interest of patient care.
- Ensure appropriate public and patient involvement in assessing service quality Improvements.
- Lead on specific nursing and midwifery projects when required.

Research and Development, Education and Training

- Support and encourage the development and implementation of education, training programmes and research within the Division and within NHS Greater Glasgow and Clyde
- Work with the Chief Nurses and Nurse Directors Directorate. Assistant Chief Nurse, Corporate Nursing to ensure undergraduate clinical placements meet all the requirements of the NMC and HEI criteria.
- The Chief Nurse will contribute to nursing/midwifery research activities that require expert nursing/midwifery input.

Professional Standards and Patient Experience

- Develop systems for gaining patient feedback in line with Patients Right Act, responding appropriately on adverse outcomes and implementing action plans timorously.
- Take forward and develop the specialist contribution that Nursing and Midwifery can make in the strategic future of the Interface Division and the Wider NHS GGC system. Ensure support mechanisms are in place in the clinical setting for self and others to achieve full compliance with the NMC Revalidation process. Also ensuring an effective monitoring/ audit process is in place within the Sector to ensure all nurse/midwives maintain fitness to practice and NMC registration.
- Strive to communicate that the delivery of care by NHSGGC Nursing and Midwifery staff is recognised by patients, the Board and nationally by sharing best and evolving practice from the division.

Policies and Procedures

- To ensure that all support the interpretation and implementation of Human Resources, Clinical Risk, Infection Control and Health and Safety policies are implemented and adhered to.

Personal Practice and Development

- To maintain own personal development plan and keep up to date with current knowledge and NHS Scotland's agenda.
- Maintain fitness to practice through appropriate Revalidation processes, including participating in clinical sessions through leadership in the delivery of the Nursing and Midwifery Strategy Leading the Way.

Human Resources

- Work in partnership, within local and national guidelines for professional management of staff in relation to performance, conduct and capability.
- Lead, influence and motivate staff to work across traditional boundaries for redesign of clinical services working with the Head of Human Resources and wider Corporate HR teams on the significant changes regarding the introduction of the Once for Scotland Policies, by supporting staff through these changes and engaging with staff and their representatives to ensure staff are involved and change is delivered effectively, in line with the Board's Workforce Change policies.

MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Delivering a single Governance Framework and a whole-system approach to nursing and midwifery practice across and throughout the Directorates whilst ensuring the highest level of patient safety and quality of service provision is maintained.

Contributing to and influencing the development of frameworks that ensure the highest standard of modern 'designed' healthcare through effective clinical management and practice and utilisation of resources. Meeting challenging objectives within an unpredictable workload, timescales and multiple competing demands.

Developing effective communication across all Sectors/Directorates within the Acute Services, HSCPs, and nationally.

Leading, influencing and motivating staff to work across traditional organisation and professional boundaries to redesign clinical service and maximise their role and potential, and constantly strive for excellence.

Contributing corporately to the objectives of the Division whilst ensuring professional standards and policies are delivered to all patients' safety, effectively and with dignity and respect all the time.

COMMUNICATIONS AND RELATIONSHIPS

The post holder will have wide-ranging relationships with executive, clinical and non-clinical staff through the Division.

The post holder will lead communications within the Division on the Implementation of Quality Service Improvements from both National and local initiatives or development programmes that contribute to the improvement and modernisation of patient services, providing both professional and clinical advice as necessary.

The post holder will use persuasive and negotiating skills to achieve operational objectives and to plan strategic developments. The post holder will require to manage highly complex communications with large groups of staff in the delivery of an extensive programme of organisational change resulting from the revised Divisional arrangements. The on-going delivery of new ways of working, whole-system approach to clinical practice across the Division will require changes to existing cultures and working practices which may not be readily accepted, and the post holder is likely to encounter significant resistance for which the highest level of communication skills will be needed to overcome such barriers.

The post holder will require to negotiate and liaise with senior managers, staff, trade union representatives, partner agencies and other interested parties.

The post holder communicates with staff, patients and carers regarding clinical issues, patient information suggestions and complaints, demonstrating a balanced and equitable approach to managing difficult situations.

The post holder communicates contentious, complex and sensitive information to staff as well as external agencies e.g. investigations involving NMC.

Internal

- Patients and Carers
- Executive Board Nurse Director
- Deputy Nurse Directors
- Sector Directors
- HSCP Chief Nurses
- Acute Services Chief Nurses
- General and Clinical Service Managers
- Chief Nurses/Midwife, Senior Nurses/Midwives and other nursing and midwifery staff
- Chief of Medicine's Clinical Directors, Clinical Leads and other consultant and junior medical staff
- Staff within the Interface Division, Heads of Departments, Heads of Profession, NHSGGC Board, Executive and Management Team

External

- Local Health and Social care Partnerships.
- Other Local NHS Health Boards
- NMC National Body
- Educational Establishments
- Voluntary Bodies
- NHS Scotland
- National Education for Scotland
- Health Care Improvement Scotland
- Scottish Government
- Acute Services

KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

As well as having extensive experience in their area of responsibility the Chief Nurse will be able to demonstrate expertise at the highest level of professional nursing/midwifery knowledge across a range of specialties of a level sufficient to make an immediate contribution to this role. The post holder requires the ability to devise strategy and has experience of objective setting in a large-scale, complex organisation.

Person Specification

Qualifications:

Essential:

- Holds a first Degree, Post Graduate Master's Degree or equivalent
- NMC Registered Nurse or Midwife, with relevant post registration qualifications

Desirable:

- Management qualification

Experience:

Essential:

- Significant senior nurse leadership/management experience in the NHS or another complex multi-disciplinary public or private sector organisation working at or close to Board level
- Significant and demonstrable track record of success in quality improvement and related evidence
- Substantial experience of staff management/development and multidisciplinary working at peer level
- Empathy and clear understanding of a values based approach to leadership

Desirable:

- Proven track record of preparing and presenting business cases for change
- Substantial experience of working in partnership with trade unions/ professional organisations
- An understanding of Equality and Diversity principles as they apply to NHS organisations

Behavioural Competencies:

Essential:

- Expert level nursing knowledge and skills across a wide range of specialties
- High level of interpersonal and technical skill
- Evidence of an ability to lead by example and function in such a way that they demonstrate the 6 caring behaviours at all times
- Strong influencing and leadership qualities and an ability to earn confidence and respect to lead and deliver large scale service change

Other:

Essential:

- Drive to deliver quality and improvement through engagement and a values-based approach to leadership.
- Develops trust and integrity with others
- Displays enthusiasm about their work and confidence in leading and setting direction
- Able to manage ambiguity and remain calm in a pressurised environment

NHS Greater Glasgow and Clyde Core Leadership Competencies

This post requires an individual who demonstrates a high level of competency in the leadership behaviours identified as essential to this post:

1. **Strategic focus**
Identifying long-term goals and championing their implementation
2. **Collaborative/partnership working**
Effective working and collaborating with others towards a common purpose or goal
3. **Achieving results and making decisions**
Challenging, pushing the organisation and themselves to excel and achieve and make good decisions in a timely and confident manner
4. **Influencing and persuading**
Convincing others to adopt a course of action
5. **Managing change**
Taking action to support and implement change and improvement initiatives effectively
6. **In-depth problem solving and analysis**
Solving difficult problems through careful and systematic evaluation of information, possible alternatives and consequences
7. **Quality improvement**
Seeking opportunities to improve current processes, systems and methods to promote reliability, quality and efficiency of output
8. **Managing self, others and resources**
Developing, directing and leading others to accomplish organisational goals and objectives
9. **Leadership insight and impact**
The ability to acknowledge and understand feelings in ourselves and others to discriminate among them to guide ones thinking and actions
10. **Relationship management**
Developing and maintaining positive relationships with individuals both inside and outside their work group

You are encouraged to access and review the NHS Greater Glasgow and Clyde core leadership competency framework to support your application and any subsequent assessment activities. To request a copy of the full NHS Greater Glasgow and Clyde Core Leadership Competencies please contact: Susan Chisholm, Recruitment Team Lead, NHS Greater Glasgow and Clyde on email: heather.silvester@ggc.scot.nhs.uk

NHS SCOTLAND VALUES

Our values are:

- Care and Compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork

Embedding these values in everything we do will help to make our vision a reality. In practice, we need to:

- Demonstrate our values in the way we work and treat each other
- Use our values to guide the decisions we take
- Identify and deal with behaviours that don't live up to our expectations
- Be responsible for the way we work and not just the work we do.
- All our leaders will lead by example supporting our Equality and Diversity programme particularly our zero tolerance to any behaviours of a discriminatory nature.

**Summary Terms and Conditions
Chief Nurse, Interface Division**



NHS Greater Glasgow and Clyde Summary Terms and Conditions

The successful applicant will be subject to pre-employment checks including: Satisfactory References (one of which must be from your current or most recent line manager), Pre-Employment Health Assessment, Evidence of Qualifications (as outlined in the Person Specification), Confirmation of Right to Work in the UK and Identity check and where applicable to the post a Disclosure Scotland Criminal Records Check/Protection of Vulnerable Groups Scheme Membership.

The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement

Job reference number	210202
Closing date	23:59, Sunday 27th April 2025
Vacancy enquiries to:	If you would like to find out more about this role before applying, please contact: Professor Angela Wallace, Executive Nurse Director Email: Angela.Wallace@nhs.scot Any discussion and/or visit will be dealt with in confidence
Agenda for Change Band:	Band 8D
Salary	£99,534 - £103,795 per annum (pro rata for part-time)
Base	Various locations across GGC
Contract type	Permanent
Annual leave	The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable.
Superannuation	All employees are automatically enrolled in the Scottish Public Pension Agency Scottish Public Pensions Agency
Healthcare Support Workers	All NHS Scotland post holders that are not governed by a regulatory or professional body are considered to be healthcare support workers.

	<p>On appointment, you will be expected to comply with the NHS Scotland Mandatory Induction Standards and Code of Conduct for Healthcare Support Workers</p> <p>Healthcare Support Workers are expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues.</p> <p>Whether in a clinical or non-clinical role the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team</p>
Smokefree policy	<p>NHS Greater Glasgow and Clyde operates a Smokefree Policy on all premises and grounds.</p>
Equal Opportunities	<p>NHS Greater Glasgow and Clyde is as an Equal Opportunities Employer</p>

Guidance to Candidates Recruitment Process, Timetable and How to Apply

The closing date for applications for these posts is 23:59 Sunday 27th April 2025

- NHS Greater Glasgow and Clyde’s Recruitment team will coordinate candidate communications including application confirmation and the scheduling of each stage of the recruitment and selection activity.
- Outlined below are key note timescales within this recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.
- The Job Description and Person Specification is designed to inform potential applicants on the essential and desirable criteria which are sought in the appointment of the Chief Nurse, Interface.
- The selection process for shortlisted candidates will include a Preliminary Assessment Stage. Further details as to assessment content, arrangements and timescales will be discussed with shortlisted candidates.
- Following the preliminary assessment stage candidates will be asked to attend a Value Based Competency Interview designed to assess knowledge, skills, experience, professional competence and leadership behaviours in relation to the criteria set out in the Person Specification. The interview will include a presentation.

The results of all stages of the recruitment process will be kept confidential and restricted to only those who have direct responsibility for the decision making in the recruitment to this post.

Candidates may wish to note that it may not always be possible to offer alternative dates for preliminary stage assessments or interviews. Please note the dates below. Please note that these dates may be subject to change.

Activity	Indicative dates
Vacancy open for applications	Friday 4 th April 2025
Application closing date	Sunday, 20 th April 2025
Final Interview	TBC

HOW TO APPLY

Please note the Closing Date for returning applications: **23.59 Sunday, 27th April 2025**
Candidates will be unable to submit applications after the closing date.

If you would like to find out more about this role before applying, please contact for a confidential discussion:-

Professor Angela Wallace, Executive Nurse Director
Email: Angela.Wallace@nhs.scot

Please refer to the Job Description and Person Specification for details of these roles.

To apply for the post(s) of **Chief Nurse, Interface Division** please complete the following:-

- All applications are invited via the NHS Scotland Recruitment system (Jobtrain) and therefore will need to be completed and submitted online via Jobtrain. You will be able to access the Jobtrain system, and complete your application, via devices with an internet connection. The application will include a supporting statement describing how your skills, knowledge and experience meet the Person Specification.
- You can use the following link that will take you to the Recruitment advert on Jobtrain: [NHS Scotland | Jobs | Search here for your perfect career - Jobs Page](#) look under Employer>Greater Glasgow and Clyde then Job Family>Senior Manager and then job reference **210202** to access and complete the online application form.
- On clicking “**Apply for Job**” button you will be prompted to register for a new Jobtrain user account if you haven’t already done so before, and you just need to then follow the instructions.
- Your application is the key document that will determine whether you will be shortlisted. You must, therefore, be able to demonstrate within your application how you meet the essential requirements being tested at this stage. You should provide clear and succinct information about yourself and how you meet the criteria that are being tested at this application stage.
- It is important you complete all sections of the online application form in full. This is to ensure the selection panel can easily find the information they require, and can review the responses from all candidates equally and transparently. Please include all of your employment history not just your current /most recent post.
- Candidates should provide original and authentic responses to all questions within the application form. The use of artificial intelligence (AI), automated tools, or other third-party assistance to generate, draft, or significantly modify responses is strongly discouraged. By submitting your application, you confirm that all answers are your own work, reflect your personal knowledge, skills and experience, and have not been solely produced or altered by AI or similar technologies.

- Please note you will be asked to complete a Supporting Statement which is in the form of 3 Assessment Questions.
- Applications from candidates who have not fully completed the online application form will not be considered, (unless there are reasonable adjustments required) **CVs or linking to websites for information (such as LinkedIn) are not accepted.**
- The interview panel will not make assumptions about your evidence so it is important that you take the time to ensure that you are comfortable with the information you are providing in your application.
- Be clear and succinct in your answers as there are word limits for each section
- Please include details of 2 Referees, one of which must be your current or most recent employer/line manager. Referees will not be approached without obtaining your prior consent.
- **All offers of employment will be subject to completion of pre-employment compliance checks.**
- If you have any questions or require any support regarding the application process, details of any unavailability over **late April/May** or any other information in support of your application, please contact **Heather Silvester, Senior Recruitment Team Lead, Recruitment Service, NHS Greater Glasgow and Clyde Email: heather.silvester@nhs.scot quoting reference number 210202.**
- Candidates are also requested to complete the Equal Opportunities Monitoring Section of the Application Form. This section of your application will not be made available to anyone responsible for shortlisting and interviewing for the post.

All applications will be acknowledged and treated in the strictest of confidence.

Special Requirements for the Recruitment and Selection process

To ensure prospective candidates are not disadvantaged in the recruitment and selection process we are fully supportive in making reasonable adjustments in order to support disabled job applicants or applicants with other health conditions. Reasonable adjustments for example may include allowing extra time during assessment exercises or ensuring information is provided in an alternative format such as audio, Braille or large font. If you require any special arrangements to be made in regards your participation in the recruitment selection process, please indicate this by contacting separately Heather Silvester, as detailed above.

Data Protection Legislation

The information supplied by your application will only be processed by those authorised personnel involved in relevant stages of the recruitment process. Applications submitted via the NHS Scotland Recruitment system Jobtrain will be retained by NHS Greater Glasgow and Clyde and will be used for the purpose of processing your application and for statistical and audit purposes.

NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

About NHS Greater Glasgow and Clyde



Greater Glasgow Health Board (“the Board”) was established on 1 April 1974, under the National Health Service (Scotland) Act 1972, with responsibility for providing health care services for the residents of Greater Glasgow. On 1 April 2006 the area covered by the Board was enlarged to include the Clyde area of the former Argyll and Clyde Health Board. NHSGGC serves a population of approximately 1.3m. The Board also provides a wide range of regional West of Scotland Services and National services. The image below shows the geographical area covered by the Board.



NHSGGC has a statutory duty to plan, commission, and deliver, healthcare for the residents of the local authority areas of Glasgow City, Inverclyde, Renfrewshire, East Dunbartonshire, East Renfrewshire and West Dunbartonshire. In delivering this NHSGGC works with the Scottish Government, our 6 Integrated Joint Board (IJB) partners, community planning partnerships, other NHS bodies, and other organisations in the public sector such as local authorities, the police, and the fire and rescue service. This partnership approach supports the implementation and delivery of the strategies and plans of NHSGGC, our 6 IJB partners, and the Scottish Government. Our six IJB partners are:

- [Glasgow City Health and Social Care Partnership](#)
- [Inverclyde Health and Social Care Partnership](#)

- [Renfrewshire Health and Social Care Partnership](#)
- [East Dunbartonshire Health and Social Care Partnership](#)
- [East Renfrewshire Health and Social Care Partnership](#)
- [West Dunbartonshire Health and Social Care Partnership](#)

The overall purpose of the Board is to protect and improve population health and wellbeing whilst providing safe, accessible, affordable, integrated, person centred and high quality health services. To realise the overall purpose, the Board has developed a suite of values (based on those of NHS Scotland), aims and corporate objectives described as the [Corporate Statements](#). In addition, Annual Operating Priorities are created in line with the Corporate Objectives and the Annual Delivery Plan which is submitted to the Scottish Government.

NHSGGC works to the 4 NHS Scotland key values:

- Care and compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork

With these values at the forefront, the Board aims to improve health and individual care, whilst also reducing the cost of delivering healthcare. It is important that in doing so, the Board also creates a great place to work for all staff.

The Board has 4 corporate aims which each align to a set of corporate objectives:



Each of these corporate aims is underpinned by the following corporate objectives:

Better Health

- To reduce the burden of disease on the population through health improvement programmes that deliver a measurable shift to prevention rather than treatment.
- To reduce health inequalities through advocacy and community planning.
- To reduce the premature mortality rate of the population and the variance in this between communities.
- To ensure the best start for children with a focus on developing good health and wellbeing in their early years.
- To promote and support good mental health and wellbeing at all ages

Better Care

- To provide a safe environment and appropriate working practices that minimise the risk of injury or harm to our patients and our people.
- To ensure services are timely and accessible to all parts of the community we serve.
- To deliver person centred care through a partnership approach built on respect, compassion and shared decision making.
- To continuously improve the quality of care, engaging with our patients and our people to ensure healthcare services meet their needs.
- To shift the reliance on hospital care towards proactive and co-ordinated care and support in the community.

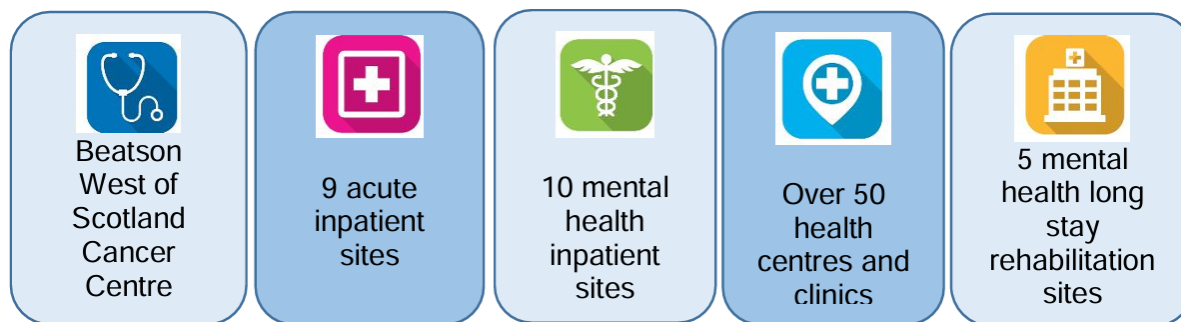
Better Value

- To ensure effective financial planning across the healthcare system that supports financial sustainability and balanced budgets.
- To reduce cost variation, improve productivity and eliminate waste through a robust system of efficiency savings management.
- To exploit the potential for research, digital technology and innovation to reform service delivery and reduce costs.
- To utilise and improve our capital assets to support the reform of healthcare.

Better Workplace

- To ensure our people are treated fairly and consistently, with dignity and respect, and work in an environment where diversity is valued.
- To ensure our people are well informed.
- To ensure our people are appropriately trained and developed.
- To ensure our people are involved in decisions that affect them.
- To promote the health and wellbeing of our people.
- To provide a continuously improving and safe working environment.

The Board provides services through approximately 6,000 beds across:



The Board monitors its performance against a range of quality and performance measures and submits performance information to the Scottish Government and other bodies throughout the year. You can find up-to-date information on health matters via the [Public Health Scotland](https://www.nhs.uk/public-health-scotland) website.

There are 6 teaching hospital sites with additional teaching and research facilities for Medical, Nursing and Allied Health Professionals across Acute Services, which have responsibility for ensuring effective partnerships with 4 universities and local colleges who play a vital role in the education and training of all our health care professional:

- [University of Glasgow](#)
- [Glasgow Caledonian University](#)
- [University of Strathclyde](#)
- [The University of the West of Scotland](#)

In addition we are supported by our Board wide Corporate Service's directorates including Public Health, Estates and Facilities, eHealth, as well as corporate teams in Finance, Planning and Human Resources and Organisational Development and other specialist services.

We are committed to delivering high quality, innovative health and social care that is person-centred. Our ambition is to be a quality-driven organisation that cares about people -patients, their relatives and carers and our staff and is focused on achieving a healthier life for all.

When you work with NHSGGC, you will have access to an attractive benefits package with training and support to expand your skills and progress your career. For roles which demand it, we also offer pay enhancements on top of your basic salary for out-of-hours, shift and overtime working.

We also offer comprehensive maternity, paternity and adoption leave schemes with benefits in excess of the statutory schemes.

We recognise that many employees have caring responsibilities outside of work and that from time to time, emergency leave may be required.

We offer a number of schemes to help staff combine work and home life. Colleagues within NHSGGC are currently taking advantage of a large range of flexible working opportunities, including part-time working, job sharing, compressed hours, unpaid employment breaks and flexible working.

Visit the NHSGGC [Staff Benefits](#) website for more information on what is on offer, including:

- Annual leave
- Continuing professional development opportunities
- Flexible working
- High street discounts
- Personal qualifications
- Staff bursary scheme
- Travel to work assistance
- NHS Credit Union
- Gym membership
- Pensions

- Cycle to Work scheme
- Library network
- Staff flu vaccination programme
- Employee assistance
- Volunteering
- Career Ambassador

Useful publications



The following publications and websites will provide an overview of the current priorities, strategies and Board members.

NHSGGC Board

[Meet the Board](#)

[NHSGGC Board Meeting Agendas, Papers & Minutes](#)

NHSGGC Strategies

[Workforce Strategy 2021-2025](#)

[Staff Health Strategy 2023-2025](#)

[Internal Communications and Employee Engagement Strategy 2022-2025](#)

[Quality Strategy 2024-2029](#)

[Stakeholder Communications and Engagement Strategy 2024-2027](#)

[Public Health Strategy 2018-2028](#)

[Digital Health & Care Strategy – Digital on Demand 2023-2028](#)

[Equalities Strategy: A Fairer NHSGGC 2020-2024](#)

[Moving Forward Together](#)

NHSGGC Finance

[Annual Report and Consolidated Account for year ended 31 March 2024](#)

About Greater Glasgow and Clyde

[Living and working in Greater Glasgow and Clyde](#)

