



Edge Hill  
University

THE  TIMES  
THE SUNDAY TIMES

**GOOD  
UNIVERSITY  
GUIDE  
2022**

**MODERN  
UNIVERSITY  
OF THE YEAR**



*Head of Mental Health/Learning Disability Nursing and Workforce  
Development*

*Faculty of Health, Social Care and Medicine*

*EHM0248-1123*

Management Grade MO7  
Salary for this grade: £68,438 per annum

Contract: Permanent  
Hours: Full Time (37 hours per week)





## About the Faculty

The Faculty of Health, Social Care and Medicine is a major provider of health, social care, and medical education. It is a dynamic and responsive Faculty with a wide range of programmes and a growing research profile. The Faculty is made up of three schools: The School of Applied Health, Social Work & Wellbeing, The Medical School and The School of Nursing & Midwifery. Nursing and midwifery provision spans the Department of Adult Nursing and Primary Care, Department of Women's, and Children's Education and the Department of Mental Health and Learning Disabilities and includes a wide range of programmes at undergraduate and postgraduate levels in all four fields of nursing, including dual registration, midwifery, and a nationally unique portfolio of programmes, including dual professions e.g., nurse & social work, nurse paramedic. It has growing provision for apprenticeships. Placement learning is integral to our programmes and we have strong working relationships with external health and social care providers.

Cross-Faculty research aligns with the following areas:

- Children, Young People and Families
- Prevention and Management of Conditions in Adults
- Improving Professional Practice

Further developing research capacity and capability remains a key focus for the Faculty and this is of prime importance in nursing and midwifery.

The Faculty has facilities in Ormskirk, Manchester and on a number of local NHS sites. It has recently benefited from a multi-million-pound investment in a state-of-the-art Clinical Skills and Simulation Centre.

To find out more visit <https://www.edgehill.ac.uk/health/>

## About the Role

This is an exciting opportunity for an experienced, skilled, and ambitious academic leader to join the School of Nursing & Midwifery Senior Academic Management Team at Edge Hill University. The Head of Mental Health/Learning Disability Nursing and Workforce Development has responsibility for contributing to the development and leadership of the school and Faculty. Specific responsibilities reside in the leadership and sustainability of the nursing educational portfolio, in relation to mental health and learning disability nursing and the growth of wider workforce development associated with all fields of nursing and midwifery, working in collaboration with Heads of Nursing and Lead Midwife Education). By providing visionary leadership and well-honed emotional intelligence the post-holder will assist in the further development of a culture of high performance, providing leadership, vision, and direction to staff within the school.





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The post-holder will ensure that mental health and learning disability nursing maintains and enhances its excellent reputation and position as a leading provider of high-quality health care education. The post-holder will also provide the leadership direction with a strong focus on the further enhancing the student experience, teaching, learning, and research for all nursing and midwifery programmes and workforce development.

Working closely with the other Heads, Programmes and Faculty Academic Management Team, the post-holder will ensure that high quality and innovative learning and teaching is and continues to be delivered to students. Specific role responsibilities include ensuring the efficient and effective leadership and delivery of teaching programmes and the coordination of CPD activities related to wider workforce development.

The post holder will lead our CPD offer to develop and ensure an innovative and sustainable nursing portfolio that is responsive to workforce development needs, achieved through engaging with internal and external stakeholders to identify skills gaps and workforce needs and collaborating with Heads of Department to plan, develop, and evaluate workforce programmes, in accordance with university strategy, policy, and procedures. The post holder will complement the Lead Midwife Education who will continue to take the lead for midwifery workforce development.

The post-holder will push forward priorities for research, knowledge exchange and for teaching excellence. You will engage in research activity, enterprise and will influence contemporary mental health and learning disability nursing practice and wider nursing workforce development.

## About You

You will be an inspirational NMC registered nurse with a passion for leading a mental health and learning disability department of nursing and who has extensive experience of operational, strategic, and professional management and leadership used for the development and growth of our nursing portfolio that includes CPD activity linked to workforce development.

You will contribute to the further development of a high-performance culture through staff engagement and providing leadership to staff within the school.

You will drive forward field identity of mental health and learning disability nursing locally, nationally, and internationally.

You will be willing to engage in research activity and knowledge exchange, influencing the delivery of contemporary and cutting-edge mental health and learning disability nursing practice and wider nursing programme and workforce development.

To succeed in the role, you will further enrich our student's experience through your academic leadership, expertise, subject knowledge, and passion to drive forward the field





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identity of mental health and learning disability nursing as evidenced through your qualifications as an NMC registered nurse and professional experience. In return, you will join a forward thinking and dynamic Senior Academic Management Team that pushes the boundaries of nursing and midwifery experiences, for the benefit of future and current NMC registrants.

## Reward & Benefits

We want you to feel happy when you come to work and proud when you go home.

From the moment you join us you have the opportunity to enhance your skills. We offer various routes for progression, a range of specialist development sessions and academic development opportunities along with an award winning and comprehensive staff health & wellbeing programme (HR Excellence Awards 2017). This means you will receive a full academic induction, be enrolled if appropriate on our PGCTHE, benefit from the Edge Hill University CPD scheme (UKPSF) and our annual University Learning and Teachingday all to support your professional development.

This is just a taste of what we are able to offer you at Edge Hill University.

## About Us

Edge Hill University is an ambitious institution, based on an attractive, award-winning 160-acre campus in Lancashire, close to Liverpool and Manchester. The University aspires to combine excellent research of reach and significance with a world-class student experience.

Edge Hill University was named Modern University of the Year in the Times and Sunday Times Good University Guide 2022 and shortlisted for the overall UK University of the Year award. With this award the University was called 'one of the shining stars of the modern university sector.' The award has come closely after Edge Hill was awarded University of the Year in the Educate North Awards 2020/21.

Edge Hill University appears in the Times Higher Global Rankings (801-1000) and has previously held the coveted UK University of the Year title, awarded by Times Higher Education in 2014/2015.

Other recent successes include a Global Teaching Excellence Spotlight Award (2018) from Advance HE in association with Times Higher Education, being ranked in the top 10 for teaching by the Times/Sunday Times Good University Guide 2017, top in the North West for student experience (Time Higher Education 2017), and top in the UK for student accommodation in the 2017 WhatUni Awards.

Edge Hill University has achieved both Athena Swan Bronze and the European Commission's 'HR Excellence in Research Award' (first awarded 2018 and reawarded





2021), which acknowledges alignment with the principles of the European Charter for Researchers and Code of Conduct for researcher recruitment. The process incorporates both the QAA Code of Practice for Research Degree Programmes and the Concordat to Support the Career Development of Researchers.

## Duties and Responsibilities

As the Head of Mental Health and Learning Disability Nursing you will be expected to carry out the following as and when required:

### Strategic Leadership and Management

- a) Through visionary, pro-active strategic leadership, and management, ensure delivery of excellent nursing programmes and management of the student experience across nursing programmes within the educational portfolio, with accountability and responsibility for: effective communication, managing performance, engagement, involvement and motivation, development, and well-being of staff.
- b) Provide staff with clear direction through strong, visionary, and effective leadership. Adopting an inclusive, engaging, and motivating leadership style that seeks to achieve a highly engaged team and commitment from staff, ensuring that all individuals maximise their potential and knowingly contribute effectively to the overall success of the school, and university.
- c) Responsibility for maintaining the excellent professional, and academic standards across nursing programmes in the promotion and delivery of excellence in teaching and learning in line with the school/faculty/university strategy, ensuring an excellent student experience.
- d) Ensure the mental health and learning disability academic portfolio continues to offer a contemporaneous and vibrant curriculum, responsive to and further influencing future sector needs which meets school/ faculty/ university priorities, including targets for graduate employment and careers and thus ensure an excellent student experience supporting future employment needs.
- e) Provide the strategic leadership when working collaboratively with stakeholders from practice to market, select and recruit to mental health and learning disability programmes whilst managing faculty targets and student retention.
- f) Oversee and develop management of student learning experience to ensure highly effective educational provision, including approaches to innovation and contemporary practices which place the students' experiences and employability at the heart of all endeavours.
- g) Contribute to the strategic management of the school, faculty, and the wider university, including leading on negotiation of significant contracts, ensuring that the





university is appropriately positioned and able to future proof its ongoing delivery of its portfolio.

- h) Consistent with the research resources available and with other obligations, to attend and present research/scholarship findings and papers at academic and professional conferences and to contribute to the external visibility of the School.
- i) Ensure Quality Assurance and Enhancement requirements of the regulatory bodies are met. Effective and timely communication with/reportage to School of Nursing, Midwifery & Allied Health Academic Leadership Team to highlight any potential areas teaching and learning development or concerns raised from internal and external stakeholders.
- j) Oversee, in collaboration with others, the development of plans to monitor, manage, and evaluate actions to improve student retention including the operationalization of the Faculty's retention plan; being accountable for the management of student attrition with the department.

## School responsibilities

- a) Lead and oversee the continuous development, planning, delivery and monitoring of the school's mental health and learning disability portfolio of activity.
- b) Ensure that programmes that lead to NMC registration comply with regulatory requirements and standards.
- c) Undertake a lead role in Safeguarding activities within the department, including leading, and participating in, investigations and referral decisions, ensuring that all related activity is robustly and appropriately supported.
- d) Hold responsibility for ensuring effective performance management and development of staff within the field of mental health and learning disability.
- e) Ensure and oversee appropriate and relevant staff development and Annual Individual Performance Review process within the department enabling the team to work to full potential to meet the needs of expanding portfolios across the Faculty to align with both Department and Faculty development along with personal development aspirations.
- f) To ensure increased output in readiness of REF, lead and manage a team of staff that can deliver on teaching and research excellence within the field of mental health and learning disability, with research plans aligning to University and Faculty Research Strategies.
- g) Represent the School of Nursing, Midwifery & Allied Health for all regulatory body events (NMC/ESFA/OFSTED) (mental health and learning disability focus).





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- h) Monitor and manage contribution to school income and identify costs associated with the school's resources.
- i) Ensure that all staff maintain appropriate and relevant clinical currency.
- j) Manage all monitoring and review processes across the school and the mental health and learning disability provision to contribute to the school annual autumn and spring planning processes.
- k) Participate in managing the assessment of student work within the subject area, including liaison with external examiners and the chairing of subject assessment boards.
- l) Maintain and further develop positive working relationships among staff and students of the department.
- m) Effective communication with staff, including performance, staff development and welfare; and to convene regular departmental meetings.
- n) Collaborative working with the Faculty Academic Management Group on strategic and operational activities, particularly business planning and development, contract tender submissions, contract monitoring and ongoing quality maintenance and enhancement.
- o) Lead enterprise activities within the department, including participating in tenders for new business, ensuring that enterprise activity is appropriately supported.
- p) Initiate and develop regional, national, and international network contacts for the purpose of developing new business, supporting academic networking and developing the University's reputation.
- q) Monitor and manage the department's contribution to Faculty income and identify costs associated with the department's resources.
- r) Ensure that all staff maintain appropriate and relevant clinical currency.

## Corporate Responsibilities

- a) Adhere to all Edge Hill's policies and procedures, including Equality and Diversity and Health and Safety.
- b) Contribute to and serve as appropriate on internal and external committees, working and advisory groups.
- c) Participate in the university decision making processes as appropriate to own area.





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- d) Contribute to the fulfilment of the university Mission Statement and Strategic Plan.
- e) Promote and facilitate cross university and interdisciplinary developments in overall course provision
- f) Support Edge Hill's future development and respond to the needs generated by the diverse student body.

*Continued overleaf*







## Person Specification

Please note that applications will be assessed against the Person Specification using the following criteria, therefore, applicants should provide evidence of their ability to meet all criteria.

*Methods of Assessment include Application Form (A), Supporting Statement (S), Interview (I) & Presentation (P).*

		Essential	Desirable	Method of Assessment (A,S,I,P,T)
<b>Qualifications</b>				
1	Current NMC registration	*		A
2	Excellent undergraduate and postgraduate degrees or equivalent professional qualification in health/nursing and/or midwifery or relevant subject area	*		A
3	Doctoral qualification or willing to work towards		*	A
<b>Knowledge &amp; Experience</b>				
4	Demonstrated ability to provide strategic academic leadership, leading change in a complex environment	*		S/I/P
5	Academic and clinical background in nursing with experience and knowledge of a mental health and/or learning disability portfolio with extensive experience of operational, strategic, and professional management and leadership	*		S/I/P
6	Application of NMC academic quality assurance and enhancement processes	*		S/I
7	Experience of effective strategic partnership working with internal and external stakeholders	*		S/I
<b>Skills &amp; Attributes</b>				
8	Excellent strategic leadership skills including highly effective communication and people skills with excellent emotional intelligence	*		S/I/P

*Continued overleaf*





		Essential	Desirable	Method of Assessment (A,S,I,P,T)
9	Highly collaborative and entrepreneurial with enhanced negotiation skills to manage complex operational, strategic and management issues	*		I
10	Flexible and adaptable, demonstrating good resource management and strategic planning skills, meeting deadlines	*		I
<b>Scholarly Activity and Research</b>				
11	Evidence of a strong research/scholarship profile or ability to develop research profile and/or external commercial activities resulting in high quality, internationally excellent research/ income outputs		*	S/I/P
12	Experience of undertaking successful bids for external funding, promoting enterprise, innovation, and research, building the strategic relationships with external stakeholders		*	S/P
<b>Management and Administration</b>				
13	Accomplished personnel management, with the ability to attract and develop talent, support, inspire, and continually develop school activities and processes in ways that further the school as a whole	*		S/I/P
<b>Personal and Professional Development</b>				
14	Self- motivated with an ability to reflect on own skills and knowledge, and to seek opportunities for professional and personal development	*		I



## Candidate Guidance

When you are ready to start the formal application process, please visit our [Current Vacancies page](#) and click 'vacancies', search for the role you wish to apply for, and click 'Apply Online'. The online application form can be completed in stages and can be revisited at any time. The form automatically saves as you enter your information, and it is simple to move backwards and forwards throughout at any time prior to submission. Help is available at each stage to guide you through the form. Before final submission, you can preview your application and can then choose to refine or submit the form.

Please refer to the advert for the closing date for this vacancy, all applications must be submitted by 11.59pm on this date. Following the closing date, we will contact you by email to let you know whether or not you have been shortlisted to participate in the next stage of the selection process. We try our best to inform all applicants within two working weeks following the closing date.

*Application > Shortlisting > Interview > Outcome*

For informal enquiries about this vacancy, you may wish to contact: Professor Jacqueline Leigh, Director of Nursing and Midwifery Education at [Leighj@edgehill.ac.uk](mailto:Leighj@edgehill.ac.uk).

*At Edge Hill University we value the benefits a rich and diverse workforce brings to our community and therefore welcome applications from all sections of society.*

