



Craighalbert Centre
Enabling Children to Achieve

Craighalbert Centre

The Scottish Centre for Children with Motor Impairments

"Unlock multiple rewards with a fulfilling career - it's a job that feeds both head and heart."

ROLE PROFILE

Position:	Children's Complex Needs Nurse
Salary:	£31,892 - £48,635 Full time depending on experience
Working Hours:	35 hours Full-time (Part-time possible minimum 24.5 hours)
Annual Leave:	55 Days/ 11 weeks (or pro rata)
Closing Date:	29 th May 2025

Children's Complex Needs Nurse

Reporting Line: Head of Health
Hours of Work: 35 hours Full-time (Part-time possible minimum 24.5 hours)
Salary: £31,892 - £48,635 Full time depending on experience
Annual leave: 55 Days/ 11 weeks (or pro rata)
Contract Type: Permanent

Purpose of the Post

The Craighalbert Centre's (The Scottish Centre for Children with Motor Impairments) purpose is to work with families and partners to deliver integrated learning, therapy and care for children in Scotland, supporting the enablement of children affected by motor impairments and complex additional support needs to achieve their potential and fulfil their ambitions.

The appointee will make a significant and sustained contribution towards the achievement of the organisation's ambition of establishing itself as the Scottish Centre of Excellence in the provision of integrated learning, care, and therapy for children/young people with complex communication, learning, health and care needs. The post has professional responsibility and accountability to the Head of Health within the centre.

We are looking for a highly motivated, enthusiastic, and caring nurse to join our team in supporting children and young people aged 3–19 years with a broad range of profound and complex healthcare needs as well as life limiting conditions. The successful candidate will work closely with the centre's education and therapy staff, as well as other agencies, to ensure that every child and young person can reach their full potential.

Applicants should be dedicated and experienced in caring for children with complex healthcare needs, ideally including neurological impairments. You must have up-to-date clinical skills and expertise in caring for children with needs such as drug-resistant epilepsy, oxygen therapy, mechanical ventilation, enteral feeding (including blended diets), suctioning, catheterisation, subcutaneous injection and tracheostomy care. Note it is not necessary to have skills and experience in all of these areas.

This role involves delivering high-quality care, leading and supporting team members in meeting the healthcare needs of the children attending the centre. Responsibilities will include ensuring their safety and well-being while they are in school or nursery, training non-medical staff, and providing effective, evidence-based nursing care and line management responsibilities.

Job Description (General Practice Responsibilities)

- Uphold the centre's values and contribute to its development as a National Centre of Excellence.
- Assist the Head of Health in meeting the healthcare needs of children and young people accessing the centre's services.

- Provide high-quality healthcare interventions and take full responsibility for a complex caseload as an autonomous practitioner.
- Lead, support, and manage support staff, ensuring they maintain necessary competencies through training and development.
- Ensure the highest standards of care and delivery within the context of clinical governance, adhering to the NMC Code of Practice and other professional standards.
- Assess, implement, deliver, and evaluate holistic nursing care programmes tailored to individual needs.
- Promote partnership working with parents, health professionals, and external agencies to meet the holistic needs of children, using the GIRFEC approach.
- Administer medication safely and oversee the storage of medicines in line with centre policies.
- Oversee children's nutritional requirements and ensure feeding plans are followed.
- Foster effective communication and collaboration between staff, parents, and other agencies to support a multi-disciplinary approach to care.
- Actively participate in child-focused meetings and other relevant discussions.
- Use appropriate Augmentative and Alternative Communication (AAC) methods to overcome communication barriers.
- Develop and enhance professional skills to ensure services reflect contemporary research and best practices.
- Seek training, mentoring, and learning opportunities to support professional development and maintain registration with professional and statutory organisation
- Participate in the SCCMI appraisal, performance and staff development systems.

Responsibility to Children and Young People

- Support children to achieve their best holistic wellbeing and full potential, maintaining high ambitions for them.
- Lead or contribute to holistic Child's Plans, including needs assessment, planning, delivery, and review.
- Consider each child's holistic needs, home/community environment, and available resources when planning support.
- Build and maintain effective working relationships with centre staff, professionals, and external agencies, making referrals as needed to ensure adequate support for children and families.
- Safeguard and promote the welfare of children and young people, adhering to relevant policies and guidance.
- Take a child and family-led approach to addressing wellbeing needs, promoting resilience and protective factors.
- Conduct initial and ongoing assessments of children, including capacity assessments, and work within legal frameworks for those lacking capacity to consent.
- Facilitate referrals to external agencies for assessments or investigations as required.
- Collaborate with families and professionals to create, deliver, and review Child's Plans, ensuring effective multi-disciplinary working.
- Communicate effectively with children, families, and professionals to understand and address individual needs, negotiating with agencies to meet competing demands.

- Provide relevant reports for parents, professionals, and external stakeholders, and attend reviews as required.
- Maintain accurate and comprehensive records in line with the professional standards.

Responsibility to Parents and Families

- Build respectful and collaborative relationships with parents/carer
- Welcome parents as active partners in their child's school life through events, celebrations, and consultations, valuing their contributions to the school and Centre.
- Develop a clear understanding of each child's needs and barriers to learning.
- Prepare accurate reports on children's progress and development needs.
- Work closely with parents/carers and the child's medical team to address their holistic needs.
- Empower parents by providing information and support to help them make informed, healthy choices for their child's welfare.

Responsibility to Other Staff

- As required by the NMC.
- Work flexibly as part of a multidisciplinary team to plan and deliver services prioritising the holistic wellbeing needs of individual children and young people.
- Work collaboratively and co-operatively supporting compromise between disciplines, so that resources can be focused on whichever aspect of the child's needs have highest priority.
- Contribute to the professional development, support, supervise, mentor, educate, train and where appropriate lead on planning for and development of placements and/or the work of:
 - Other Centre staff
 - External professionals
 - Students
 - Visiting staff
 - Research staff
 - Volunteers
- Actively engaging with staff to understand their challenges, while remaining approachable and adopting a solution-focused approach.
- Fully support and welcome new staff during and following induction period.

Responsibility to Organisation

- Actively participate in personal and professional development activities, including in-house and external training, to enhance skills and ensure compliance with legislation and good-practice guidance.
- Engage in SCCMI's appraisal, performance, and staff development systems, meeting NMC renewal and development requirements.
- Understand and promote SCCMI's policies and procedures, including safeguarding, risk assessment, health and safety, fire safety, and complaints..

- Contribute, as appropriate, to the development, implementation and updating of SCCMI's policies and procedures.
- Collaborate with colleagues to support the Centre Development Plan, including assessing and evaluating education, learning, and child development programmes.
- Undertake ongoing assessment and evaluation of education, learning and child development programme delivery.
- Undertake development work aligned with identified organisational priorities.
- Adhere to organisational procedures, standards, protocols and policies relevant to area of work.
- Contribute fully to an ethos that values children, parents, staff and community.
- Carry out any other duties as reasonably required, determined by the Centre Management Team and/ or Chief Executive.

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	Registered Nurse with paediatric experience able to demonstrate knowledge and ensure safe, effective and efficient care	RSCN or RN(Child) or LD qualification Evidence of post registration education and training
Professional Registration	A current and valid registration with the Nursing Midwifery Council	Membership of a relevant body
Experience	<p>Experience of caring for children with complex health needs and life limiting conditions</p> <p>Knowledge of paediatric neurological conditions and related conditions</p> <p>Experience of multi-disciplinary and inter-agency team working practices and ability to work as an effective team member</p> <p>Involvement in education, development or training of other practitioners</p> <p>Awareness of national policy and legislation within children's services</p> <p>Evidence of developing, implementing, maintaining and reviewing policies, guidelines, protocols</p>	<p>Experience of working as a School Nurse or a Children's Community Nurse</p> <p>Involvement in service development and/or research</p> <p>Experience of managing/ leading a team</p> <p>Knowledge and experience of using Augmentative and Alternative Communication (AAC)</p> <p>Clinical skills and expertise in caring for children with needs such as drug-resistant epilepsy, oxygen therapy, mechanical ventilation, enteral feeding (including blended diets), suctioning, catheterisation, subcutaneous injection and tracheostomy care.</p>
Professional Development	<p>Evidence of recent relevant professional development</p> <p>Awareness of and commitment to evidence informed practice</p> <p>Insight into own abilities with clear view of own development needs. Reflective practitioner who knows when to ask for support</p> <p>Knowledge of professional ethics/ standards/ codes of conduct and their application</p>	<p>Evidence of sharing knowledge or leading/ delivering on interventions to improve and/or enhance health</p> <p>Knowledge of current policies in relation to Additional Support Needs</p>

Communication Skills	Ability and willingness to communicate clearly and effectively with the Centre community; children, parents and all staff, and other external partners who support the child or Centre	Evidence of previous experience in establishing positive relationships with parents and the community Evidence of working with children, young people, parents and community supports to achieve child led outcomes
Interpersonal Skills	Creative and open minded Enthusiastic Motivated Observant Resilient Flexible	
Implementing Change	Willing enthusiasm to be involved in practice development Ability to engage in professional dialogue to develop best practice Evidence of problem-solving	Evidence of working as part of a team to review practice, evaluate options for change, plan change or implement change Evidence of leading change to improve practice Evidence of using negotiation and influencing skills to progress change Evidence of using research, audit, service evaluation and/or quality improvement tools to advance practice
Relationship with Children		An interest in Outdoor Education, RRSA, Eco-schools, Duke of Edinburgh or similar
Ethos	Child Centered, collaborative, flexible, Focus on holistic wellbeing and outcomes	
Relationships with Children	Ability to engage and motivate children and young people Strong commitment to improving the holistic wellbeing of children	

	Evidence of engaging and motivating individuals and/or groups of children and young people to learn, achieve or improve their wellbeing	
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