

DIGITAL LEAD NURSE/AHP

Candidate Pack



Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

- You will lead the rollout of the new BadgerNet system for neonatal services.
- You will train and support staff so they feel confident using digital tools.
- You will work with doctors, nurses, and managers to make sure the system is safe and effective.
- You will help improve patient care by linking clinical practice with digital innovation.
- You will represent the Trust in meetings and share progress with wider networks.
- You will act as a role model, showing leadership and supporting staff in using digital technology.

Job Description

Job title:	Specialist Nurse/AHP - Digital
Grade:	7
Site:	The Princess Royal Hospital
Accountable to:	Director of Nursing
DBS required:	Enhanced

1. Job Purpose

The post holder is expected to be a proactive Digital Neonatal Lead Nurse to provide crucial leadership and support in the implementation of our Badgernet system, collaborating closely with the Neonatal Consultant Digital Lead.

You will play a vital role in the Neonatal Digital Transformation program, working alongside senior leaders, nurses of all banding, neonatal consultants, and service managers.

Additionally, you will spearhead the comprehensive training rollout for all neonatal services in preparation for the Badgernet Neonatal EPR launch in 2026. Flexibility is essential, as you will represent the digital team in meetings and contribute to data quality and other digital initiatives as needed.

As a strong team player, you will work collaboratively with other digital leads within the Trust, the Local Maternity and Neonatal Systems (LMNS), and the entire multi-disciplinary team, including the Maternity and Neonatal Voice Partnership (MNVP) and external organisations.

You will bridge the gap between clinical practice and digital innovation, ensuring new systems and processes are designed, implemented and embedded in ways that enhance clinical workflow and improve patient outcomes.

The Digital Neonatal Nurse Lead will serve as a role model for Trust Values, champion the neonatal digital transformation program, and act as a resource for the multi-disciplinary team while maintaining day-to-day operations.

2. Main Duties and Responsibilities

The post holder is expected to:

- Lead the implementation of the Neonatal BadgerNet system, working in partnership with neonatal clinical team, digital services and other key stakeholders to ensure successful deployment and adoption.
- Support and offer leadership in the roll out of the new neonatal EPR for all neonatal staff and service users, acting as the clinical subject matter expert, ensuring that the system configuration and workflows meet clinical safety standards, national guidance and local service requirements.
- Work under the leadership of the Lead Digital Neonatal Consultant and Neonatal Matron in the building and maintenance of the new system in its clinical effectiveness and in the implementation with the neonatal service.
- Deliver training, coaching and mentoring to clinical and non-clinical staff on the use of BadgerNet, supporting the development of digital confidence and capability across the workforce.
- Support with digital neonatal policies and collaborate on the formulation and implementation of SOPs where required.
- Monitor project progress, identify risks and issues and produce timely reports and updates to support assurance, evaluation and decision making.
- Represent the Trust at networks, conferences and other meetings regarding Trust developments and play an active role in sharing progress and learning with others.
- Ensure that the neonatal digital program is fully integrated with all relevant Trust programmes and initiatives.
- Review current and future clinical information requirements to identify, initiate and co-ordinate appropriate digital improvement project proposals.
- As an ambassador of the Nursing profession, will ensure clinical practice, supported by digital technology, meets professional standards.

- Maintain competencies relating to digital leadership by attending regular updates such as local user group initiatives and the NHSE Digital Nurse Network.
- Provide professional leadership including motivation of all staff groups regarding the use of digital technology.
- Maintain a high profile in the clinical area and be accessible to all staff.
- Ensure effective communication channels exist between users of the system, those supporting it and senior managers.
- Ensure Service User engagement during the development and implementation and review of the maternity/neonatal digital technology.
- Understand and act as a champion for the General Data Protection Regulations (GDPR) and Information Governance.
- Investigate clinical incident reports, complaints and concerns relating to and in association with the neonatal IT system.
- Provide independent assurance that digital solutions and associated standard operating procedures are safe when in use in clinical operations.
- Undertake spot checks to monitor staff compliance with policies, procedures and standards providing reports to senior nurse managers, as and when appropriate.
- Troubleshoot issues of system use within skills and feedback to Informatics as required across a wide variety of departments.

Person Specification

	Essential	Desirable
Qualifications	• NMC registration • Evidence of continuing professional development	• Degree or equivalent experience in a relevant discipline. • Qualification in Digital Health, change management or project management e.g. Prince 2
Experience	• Skills and knowledge of digital systems and applications. • Experience in neonatal or maternity clinical practice • Experience leading or contributing to digital transformation or service improvement projects • Knowledge of clinical safety, governance and risk management in digital healthcare • Strong understanding of change management and service improvement principles • Excellent communication and negotiation skills • Confident IT user with strong digital literacy skills	• Experience of training both on an individual and group basis. • Experience implementing clinical digital systems • Experience in data quality improvement
Knowledge and skills	• Ability to participate in the running of an efficient and effective team. • Monitor and maintain excellent standards of care.	

	• Ability to work without supervision and direction. • Ability to use initiative to solve digital related problems. • Ability to maintain good working relationships within a multidisciplinary team. • Ability to exercise own initiative and work to deadlines. • Ability to organise and prioritise workload to meet the service need. • Demonstrates inclusive, compassionate leadership aligned with Trust values.	
Other	• Ability to work cross-site • Willing to undertake further training as necessary	

General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work;

- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself;
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff;
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development;
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or

disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust aims to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and

civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

