Trainee Director of Midwifery

ROLE DESCRIPTION

JOB TITLE: Trainee Director of Midwifery

GRADE: AfC level 7 (minimum)

MANAGERIALLY ACCOUNTABLE TO: Programme Lead and the Service Manager in each placement site

PROFESSIONALLY ACCOUNTABLE TO: Mentor at placement site

HOURS: 37.5 hours per week

This is a training and development post to prepare participants for the role of Director of Midwifery. It provides a unique opportunity for personal, professional, service and academic development. This development opportunity will last up to 36 months; with the participants’ salary being funded by the sponsoring Trust and development costs by Health Education England, Wessex. Participants will spend their time on negotiated managerial placements within Wessex, as well as attending a post-graduate academic/leadership programme on a part-time basis. The post will carry the title of Trainee Director of Midwifery and the post-holders will hold an Honorary contract while on placement outside their employing Trust.

The service and personal development aspects of the role will be dependent on the needs of the individual trainee and the services. However, the focus of the development programme will be to equip the individual to be able to undertake the role of Director of Midwifery. The post-holder will be expected to commit 60% of their time to their managerial role within the service, initially at AfC level 7. The other 40% of their time will be devoted to their professional, personal and service development.

This role description is indicative of the areas of activity and responsibility encompassed by this role. It is anticipated that these will be refined and adjusted with the successful candidate once an appointment has been made.

ROLE OUTLINE:

- To contribute to the leadership and direction of the maternity workforce within sponsoring Trusts, the Local Maternity System (LMS) and across organisational boundaries
- To be involved in the leadership, management and development of: education, research, practice and quality improvements.
- To develop the necessary knowledge and business skills to plan, implement and evaluate service initiatives and delivery plans.
- To develop personally, professionally and academically in line with agreed personal development plans.
RESPONSIBILITIES:

Professional Leadership:

1. Be a role model for others, at all times exhibiting high standards of professional behaviour. This will involve demonstrating and evidencing positive leadership behaviours inclusive of but not exclusive to courage, compassion, respect and resilience.

2. In developing your own capability and credibility you will provide professional leadership of midwifery within the Trust, through devising, implementing and reviewing strategies that require operational development and dissemination throughout service delivery.

3. As your confidence and knowledge increases you will lead initiatives and redesign new ways of working within and across services and agencies, developing a vision, communicating through networks and maximising individual contributions.

4. As a competent leader you will use effective communication and begin to influence local, regional and national agendas related to improved service delivery, clinical experience and outcomes for women and families.

Manager in the NHS:

1. In developing your capabilities in general management, you will demonstrate an understanding of NHS policy and priorities at Trust, local, regional and national levels. With an increasing knowledge you will actively contribute to interpreting the wider policy with relevance at service level.

2. Develop an understanding of the NHS financial framework and Trust accounting. With an increasing financial knowledge, you will demonstrate your effectiveness in negotiating, planning and managing resources enabling the needs of service and local population to be met.

3. Demonstrate an understanding of the day to day management of a safe and high-quality maternity service. As your competence grows taking greater responsibility identifying specific issues, views, needs and concerns of the women/workforce/service where you can effectively represent these throughout the organisation and beyond. You will develop strategic and systematic thinking relating to Local Maternity systems and integrated workforces.

4. Participate in HR processes for the direct management of staff. Provide evidence of formal sessions such as appraisal, performance management, and career counselling as opportunities to coach and motivate others. Develop skills to resolve interpersonal issues and conflict and identify opportunities to provide open and direct feedback.
Advocacy for women:

1. Identify opportunities where a positive professional image of the midwifery profession can be used to benefit the service and improve the welfare of women and families. Actively seek out opportunities for partnership with and feedback from service users in order to improve the service offered.

2. To be aware of and actively contribute to Clinical Governance and Clinical effectiveness issues relating to professional practice.

3. Lead a quality improvement that demonstrates inclusivity and diversity.

4. Participate in responding to complaints through rigorous investigation. Demonstrate your ability in being open and direct with evidence of accountability for midwifery practice and assumed responsibility for learning into practice.

5. Participate in national and international conferences and submit own work for peer review and publication.

Note:
These roles are tailored to suit individual needs, and therefore the role description may be amended in the light of future service developments and subsequent changes. Any changes will always be undertaken in consultation with the post holder.