

The NHS Professionals logo, featuring the letters 'NHS' in a bold, white, sans-serif font inside a dark blue square.

Professionals



National Training Lead

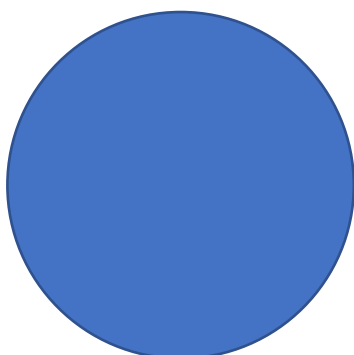
Candidate Application Pack

Welcome

Hi, I'm Lea Parker, Head of Service Delivery for NHSP Academy. I am so pleased you are considering your next career move with us.

The National Training Lead for the Academy is responsible for overseeing our education and training delivery nationally. This role requires a person who can manage large-scale training programmes, ensure the efficient execution of training processes, and foster a culture of educational improvement.

This role is vital to maintain the continued excellence of the Academy in delivering competence and compliance training to NHSP bank members and health & social care customers nationwide. You will be part of a dynamic, fast paced team with the ability to pivot and adapt to support our customers.



Lea Parker
Head of Service Delivery

About Us

We run the largest NHS staff bank, placing over 180,000 healthcare professionals into NHS Trusts each year. Uniquely we are owned by the Department of Health and Social Care and any surplus we make is reinvested back into the wider healthcare economy.

United by a passion for the NHS, our talented team of over 1,200 corporate employees are working behind the scenes to ensure that we can continue providing support to the NHS, when they need it most.

Whether that's last-minute shift cover at a local hospital or providing over 20,000 vaccinators to the COVID-19 national vaccination programme – NHS Professionals plays an integral role in helping our NHS deliver safe, efficient, and effective healthcare services throughout the UK.

Our Vision

Driven by a passion for the NHS and its people, our vision is to become the NHS's workforce partner of choice.

We are experts at **putting people in places to care**, and in 2022 our Bank Members delivered 39 million hours of care, saving our NHS Trusts over £6.5 million in agency costs.

Our Values

We care, it's personal

For us, this isn't just a job. We are proud of our purpose in putting people into places to care. We care, because the positive impact we make is good for everyone.



Smart solutions, expertly delivered

Our experience and expertise set us apart. With a can-do attitude and a collaborative approach, we make "yes" happen.



Be bold, make change

We seek opportunities to challenge, evolve, improve and grow. We always find smarter, simpler and faster ways to deliver.



One team, 100%

By working collaboratively, we know we can achieve anything. We are committed to being inclusive and authentic in everything we do.



Job Description

Job Title: National Training Lead

Grade: SME 3

Location: Hemel Hempstead

Position Overview:

The National Training Lead will play a pivotal role in delivering training programmes on behalf of the NHS Professionals Academy. With a strong education background, the successful candidate will lead the delivery of high-quality, standardised training programmes that ensure compliance and competence, enhancing clinical and non-clinical skills, and supporting continuous professional development. With an initial focus on statutory and mandatory training, alongside commercially and government funded programmes that align with the NHSPs strategic goals, a background in education or training will be essential to ensure innovative and effective learning methods are incorporated along with the ability to horizon scan for upcoming changes in training and to ensure delivery is current. The successful candidate will have an understanding of the need for standardisation and quality assurance which is key across the NHSP product portfolio. Experience in peer review would also be desirable.

Key Responsibilities

1. Training Programme Development:

- Support the creation, delivery, and evaluation of clinical and non-clinical training programmes across NHS Professionals Academy, ensuring they meet national standards and address workforce development needs.
- Collaborate on delivery with clinical experts, department heads, and external stakeholders to ensure training programmes are evidence-based, relevant, and up-to-date with the latest healthcare developments.
- Develop and deliver targeted learning pathways for clinical staff, ensuring ongoing professional development and compliance with regulatory bodies.

2. Management and Planning:

- Assist in the development of and lead on the implementation of a national training strategy that supports the NHS's long-term workforce development goals.
- Act as a key advisor on delivering training initiatives to senior leadership, aligning training with NHS priorities

such as patient safety, clinical effectiveness, and staff well-being.

- Manage a team of regional trainers, ensuring consistency in training delivery across different locations.
- Develop and support on action plans for trainers around CPD.

3. Clinical Training Oversight:

- Support on the design and lead on the training implementation of clinical and non-clinical training programmes, including statutory and mandatory training, and competency skills.
- Ensure training is aligned with clinical guidelines, quality standards, safety protocols and best practice.
- Provide expert educational input into the development of simulation-based training, e-learning modules, and blended learning approaches.
- Responsible for providing clarity around nuances within the statutory and mandatory skills training framework, logging decisions and reporting back.

4. Innovation in Learning:

- Introduce and embed innovative training methods, including digital learning platforms, virtual training, and blended learning approaches.
- Explore new technologies and teaching methods to enhance clinical training, such as augmented reality, simulation, and mobile learning in line with Andrological principles.

5. Compliance and Quality Assurance:

- Ensure all training programme delivery complies with NHS clinical governance frameworks, Core Skills Training Framework, Care Quality Commission (CQC) standards, and NHS England (NHSE) guidelines.
- Stay up-to-date with the latest healthcare regulations, clinical advancements, and training methodologies to ensure training remains current and relevant.
- To conduct regular and standardised peer reviews (OTLA.)



Accountabilities

Accountabilities

Training Development and Execution

Accountable for support in the development of, and delivery of, the national training strategy in alignment with NHS priorities and workforce needs.

Ensure that training programmes reflect the latest clinical practices, regulatory requirements, and NHS objectives such as patient safety and service quality.

Standardisation across delivery and development of staff in line with that standardisation.

Team Management:

Accountable for leading and managing a team of trainers across various national locations.

Ensure that the education team delivers consistent, high-quality training and that staff are supported in their professional development.

Monitoring and Reporting:

Accountable for developing and implementing robust mechanisms to monitor the effectiveness of the standardisation of content and impact of training delivery.

Provide regular reports to the relevant teams, highlighting training outcomes and areas for improvement.

Supporting the maintenance of review processes across all programmes within a designated timeframe.

Clinical and Non-Clinical Training Programmes for registered and non-registered staff:

Accountable for the delivery, and evaluation of comprehensive training programmes that deliver compliance training and enhance clinical competencies to support both registered and non-registered staff development.

Ensure all programmes are accessible, equitable, and aligned with NHS Professionals standards.

Innovation and Continuous Improvement:

Drive the continuous improvement of training programmes through the adoption of innovative learning methods such as digital learning platforms, simulation, and blended learning approaches.

Hold accountability for staying informed of emerging trends in healthcare education and integrating these into the NHSP's training portfolio.

Equity, Diversity, and Inclusion

Ensure that all training programs promote equity, diversity, and inclusion, addressing the learning needs of a diverse NHS workforce.

Ensure training content reflects cultural competency, patient-centred care, and sensitivity to diverse patient populations.

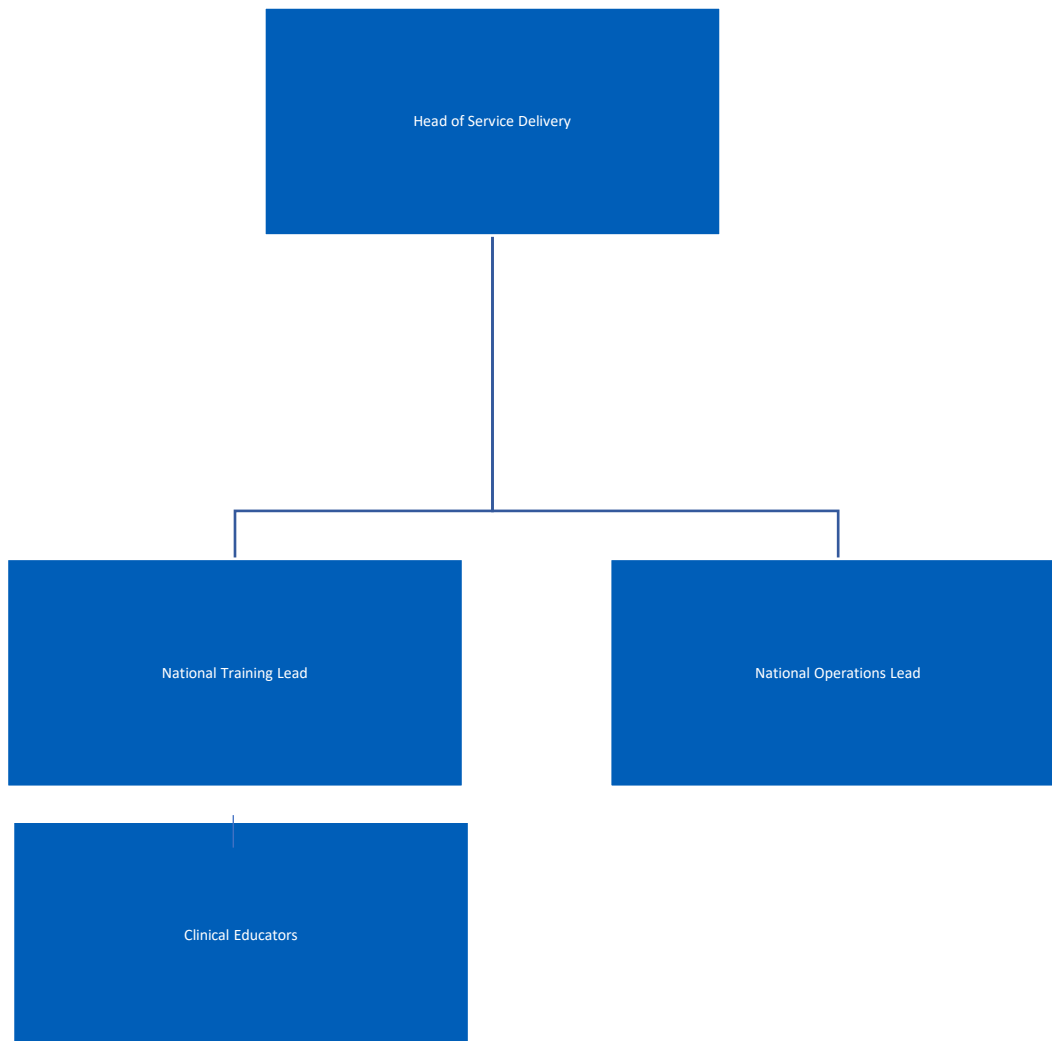
Compliance with Regulatory Requirements:

Ensure all training initiatives comply with national regulations and standards, including those from bodies such as NHS England (NHSE), including the Core Skills Training Framework, the Care Quality Commission (CQC), Nursing and Midwifery Council (NMC); General Medical Council (GMC); General Pharmaceutical Council (GPhC) and The Health and Care Professions Council (HCPC).

Maintain accountability for ensuring staff maintain required certifications and competencies through ongoing review of training and development.

Structure

The National Training Lead along with the National Operations Lead will both report to the Head of Service Delivery



Person Specification

Criteria	Essential When applying for this job it is important you fulfil all these essential requirements. If you do not you are unlikely to be interviewed.	Desirable When applying for this job it is desirable you fulfil these requirements. However, if you do not you may still apply and may be interviewed.
Qualifications and Knowledge:	<ul style="list-style-type: none"> NMC, HCPC, GPhC registrant – active pin Degree or equivalent GCSE Maths and English (or equivalent) Basic keyboarding skills to facilitate data input Teaching/training qualification or equivalent 	<ul style="list-style-type: none"> Experience of peer observation teaching Experience of quality assurance practices
Experience:	<ul style="list-style-type: none"> Experience of working in the NHS Excellent leadership and team management skills. Knowledge of the latest trends and best practices in Education and Training. Experience of using a database Familiarity with using Microsoft Office applications – Excel, PowerPoint and Word Experience in OTLA or QA teaching observations for both internal and external trainers and educators. 	<ul style="list-style-type: none"> Familiar with NHS terminology Proven experience managing large-scale training operations across multiple regions or at a national level Strong project management skills, with experience in managing complex projects Experience in an NHS environment, corporate or large-scale organisational environment Experience of working in clinical and training environment
Communication and People Skills:	<ul style="list-style-type: none"> Able to communicate clearly and concisely both verbally and in written format Upholding professional standards, as outlined by regulatory body Ability to remain calm under pressure, related to KPIs Excellent communication and presentation skills Ability to work supportively as part of a team Ability to work collaboratively with cross-functional teams and stakeholders. 	<ul style="list-style-type: none"> Strong analytical skills, with the ability to leverage data to drive decisions People development with a strong continuous development orientation.
Organisational Skills	<ul style="list-style-type: none"> Ability to prioritise workload and multi-task The ability to travel regularly on a national level to conduct QA assessments of internal and 3rd party trainers 	
Specialist Knowledge and Skills	<ul style="list-style-type: none"> Flexible and adaptable attitude to work Enthusiastic and interested Calm personality, punctual and reliable Have a flexible approach to working hours Ability to travel as needed 	
Equality	Candidates should indicate an acceptance of and commitment to the principles underlying NHSP's Equality and Diversity and Health and Safety Policies.	

Our Application Process

Complete an Online Application

Our application process is quick and easy. Simply browse our current vacancies and apply online.

You will be asked to complete a short registration form and upload a copy of your CV.



Telephone Call

Your CV will be reviewed by a member of our Talent Acquisition team. We may give you a call to discuss your application further.

We'll keep you updated about the progress of your application via email, therefore please make sure you check your Inbox regularly. (Make sure to check your Junk folder too).



Interview

If successful, you will be invited to attend an interview with the hiring manager.

This is a great opportunity to ask questions and find out more about us!

Some of our roles will have more than one interview: we'll let you know if this is the case.



Assessments

Depending on the role you are

applying for, you may be asked to complete an assessment activity.

Our assessments include online aptitude or personality tests,

or you may be asked to

prepare a presentation.



Offer

If successful, we will call you to make a verbal offer. We'll follow this up with a confirmation email.



Onboarding

Once you have accepted our offer, our Employee Services team will contact you to arrange a start date and to let you know about arrangements for your first day.

