

CAREER PATHWAYS in NURSING



INTRODUCTION

Section

1



Welcome to a career in Oxford University Hospitals Foundation Trust (OUH)

Sam Foster
Chief Nursing Officer

We have many opportunities to join Oxford University Hospitals and begin a career in Nursing, from entry level Nursing Support Assistant, Apprentice and Student Nurse through to Staff Nurse, Senior Nurse, Specialist, Sister / Charge Nurse, Matron and beyond. We welcome applications from a diversity of social and cultural backgrounds nationally and internationally.

Within OUH we have much to be proud of. We are one of the largest teaching trusts in the UK, with 13,000 staff providing compassionate care through over one million patient contacts each year, providing a range of acute and specialist services across our four hospital sites in Oxfordshire.

Our links with the universities and community services enable us to work towards a shared vision of integrated care pathways providing opportunities for career development and advancement across a wide ranging academic and geographical area.

A career pathway in Nursing at OUH can provide you with a variety of opportunities to enable you to expand and develop your skills and knowledge both across your existing role and to progress to more senior roles within the organisation if desired.

Here at OUH we encourage and offer support, providing opportunities to progress and develop across and within a wide range of job roles to suit our diversity of learners at whatever stage you choose to join us.

We look forward to welcoming you to our Trust.



CHIEF NURSE WELCOME



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Nursing: Your Career Pathway

Your personal career pathway can commence at various stages of entry and be adapted to suit your own needs in collaboration with our recruitment advisors and your senior team.

New to Nursing?

NURSING ASSISTANT

A supporting role with some care experience preferred but not essential

NURSE ASSOCIATE APPRENTICE

A two-year apprenticeship nursing course leading to NMC registration

STUDENT DEGREE NURSE / MIDWIFERY BSC (HONS)

Traditional university or apprenticeship route: 3-4 years, full-time and part-time options available

Want to progress your development?

REGISTERED NURSING ASSOCIATE

NMC registered nurse, accountable for providing and monitoring care

STAFF NURSE

New graduate opportunities, a change in specialty and return to practice

SENIOR STAFF NURSE

12-18 months' experience, looking towards / working on a postgraduate qualification

DEPUTY SISTER / CHARGE NURSE / TEAM LEADER

Leadership and specialist developmental role

SENIOR SISTER / CHARGE NURSE

Management and leadership role. Three years' acute care experience, evidence of relevant Masters Level study or equivalent

ADVANCED NURSE / CLINICAL PRACTITIONER / SPECIALIST NURSE / EDUCATOR OR CLINICAL ACADEMIC NURSE

Advanced Clinical Specialist, Education or Academic Nurse - senior role

MATRON

Strategic local and Trust-wide leadership and management role

CONSULTANT NURSE

Senior Specialist Nurse: leadership and management role in a specialty

DIVISIONAL NURSE

Senior strategic role of divisional leadership and management

CHIEF NURSING OFFICER

Executive Trust level senior nurse: strategic Trust-wide leadership and management role

Joining us from overseas?

OVERSEAS NURSING OPTIONS

Graduate or equivalent entry to help you transition and feel welcome

Returning to Nursing?

RENEW YOUR SKILLS

We look forward to welcoming you back to practice

Retire and Return?

We value the contribution of staff of all ages and support individuals to plan ahead and offer options to reduce hours, work flexibly and consider returning to nursing after retirement

For more information please contact jenny.stone@ouh.nhs.uk



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STORY GALLERY: Watch and view our *Staff Stories*



Angel's Story



Grace's Story



Hannah's Story



Kat's Story



Susie's Story



Florian's Story



Courtney's Story



Danielle's Story



Unami's Story



Sneha's Story



James's Story



Carra's Story



Sarath's Story



Neha's Story



Lizzy's Story



Sarah's Story



Andy's Story



Kate's Story



Fran's Story



Heather's Story



Reema's Story



Vikas's Story



Jenny's Story



Rebecca's Story



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The Career Pathway in more detail

There are many ways to become an invaluable part of the patient journey in Oxford University Hospitals NHS Foundation Trust (OUH).

You can join our career pathways within nursing in OUH from entry level to more senior positions incorporating opportunities for further development across role and upwards via traditional and apprenticeship routes at undergraduate, graduate and postgraduate levels.

We welcome you to our Nursing 'Team OUH' with either little experience and qualifications or with a multitude of academic and experiential achievements. In OUH we have roles that can support you to begin your nursing journey and support you on your career pathway in your chosen specialty.

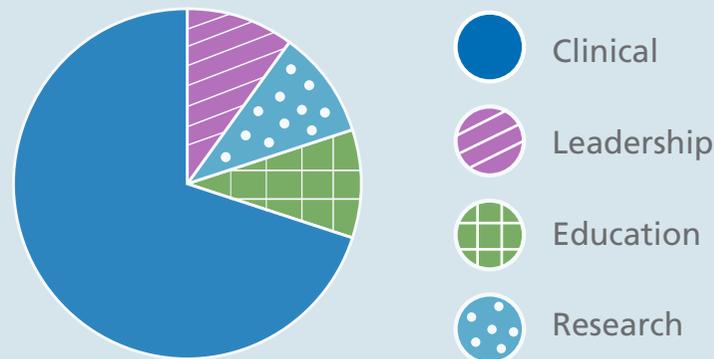
Career pathways aim to signpost and support you to develop your abilities, skills and yourself to reach your individual potential within a framework of compassion and excellence sharing our vision of person-centred care.

Whichever level you choose to join us we will endeavour to support your development across the four pillars of practice: clinical, leadership, education and research, and encourage development so that you can fulfil your potential in your chosen field and progress if that is the right pathway for you.

Our people, our patients and our populations are central to the Nursing, Education and Allied Health Care Professionals Strategies to support and prioritise the development of the workforce in our Oxford University Hospitals, promoting and nurturing a motivated and engaged workforce to meet with the challenges of the next five to ten years.

We would like you to join us on your nursing career pathway to grow and develop the foundations for our future with Oxford University Hospitals NHS Foundation Trust.

Oxford University Hospitals NHS Foundation Trust: developmental domains of practice



Pre-qualification entry levels



NURSING ASSISTANT

Qualifications

Demonstrate evidence of:

- Good communication skills
- Literacy and numeracy skills
- Working with the general public
- Reliable and organised
- Willingness to develop skills
- Conduct in line with the Trust's values

Experience Level

- Some care experience preferred but not essential

Development

- Trust Induction
- Local Induction
- Care Certificate
- Statutory and Mandatory Training
- Local and generic competencies
- Opportunities to progress



TRAINEE NURSING ASSOCIATE

Qualifications

- GCSE Maths and English or equivalent

Experience Level

Evidence of pre-nursing practice and good:

- Communication skills
- Literacy and numeracy skills
- Working with the general public
- Reliable and organised
- Willingness to develop skills
- Conduct in line with the Trust's values

Development

- Apprenticeship Level 5: Foundation Degree
- Trust Induction
- Local Induction
- Statutory and Mandatory Training
- Local and generic competencies
- Opportunities to progress



STUDENT DEGREE NURSE / MIDWIFE

Qualifications

- GCSE Maths and English
- Evidence of Level 5 study
- Foundation Degree in Nursing or equivalent A Levels

Experience Level

- Some pre-nursing experience required but not essential

Development

- Nursing Degree BSc (Hons) Adult Nursing
- Traditional University or Apprenticeship Degree
- Paediatric or Midwifery pathway



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NURSING ASSISTANT – *in detail*

FURTHER DETAILS

- A supporting role to contribute to excellence in person-centred care
- Some care experience preferred but not essential
- To be able to demonstrate good communication skills while working in a team and with the general public
- Reliable and organised
- Show a willingness to develop your skills
- Conduct in line with the Trust values

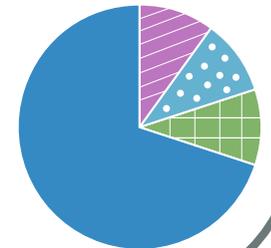
TRAINING / EDUCATION

- Trust and Local Induction
- Care Certificate qualification
- Statutory and Mandatory Training
- Local and generic competencies

CAREER OPTIONS

- Opportunities to progress to a registered practitioner / nurse

- [NURSING ASSOCIATE](#) • [STUDENT DEGREE NURSE / MIDWIFE](#)



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TRAINEE NURSING ASSOCIATE – *in detail*

FURTHER DETAILS

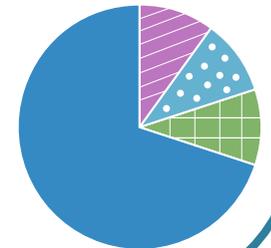
- A nursing apprenticeship role studied over two years full time to gain NMC registration
- Fees are fully funded and a salary paid while you work in clinical practice with the equivalent of one day a week study time

TRAINING / EDUCATION

- Nursing Associate Registered qualification – PIN and NMC registration
- Trust and Local Induction
- Statutory and Mandatory Training
- Local and generic competencies

CAREER OPTIONS

- Nursing / Midwifery Degree BSc (Hons) Nursing 'top up'
- Apprenticeship options Level 5



- [STUDENT DEGREE NURSE / MIDWIFE](#)



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NURSING ASSOCIATES



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STUDENT DEGREE NURSE / MIDWIFE – *in detail*

FURTHER DETAILS

- A work based degree apprenticeship or traditional university course leading to a BSc (Hons) in Nursing / Midwifery
- 3-4 years full-time with part-time options available
- **Experience Level:** Pre-nursing experience required but not essential
- **Qualifications:** GCSE Maths and English / evidence of Level 4/5 study in Health Care / OR a Foundation Degree in Nursing or the equivalent A Levels

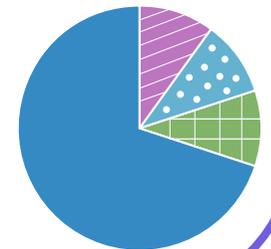
TRAINING / EDUCATION

- Nursing / Midwifery Degree: BSc (Hons) in Adult / Paediatric Nursing or Midwifery
- Traditional university route or work based apprenticeship
- Paediatric or Midwifery pathway
- Trust and Local Induction
- Statutory and Mandatory Training
- Local and generic competencies

CAREER OPTIONS

- Specialist Postgraduate Masters Level course
- Masters programmes
- Leadership and management development

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Post-qualification levels



**REGISTERED NURSE
ASSOCIATE**

Qualifications

- Registered Nurse Associate (RNA)
- Nursing and Midwifery (NMC) registration

Experience Level

- Foundation Degree

Development

- Top up course to a BSc Nursing Degree
- Trust Induction
- Local Induction
- Statutory and Mandatory Training
- Local and generic competencies
- Opportunities to progress



**STAFF NURSE /
MIDWIFE**

Qualifications

- BSc Adult Nursing
- BSc Children's Nursing
- BSc Midwifery or equivalent

Experience Level

- Newly qualified to experienced

Development

- Trust and Local Induction Programme
- Local competencies
- PG Cert – Masters Level



**SENIOR STAFF NURSE /
MIDWIFE**

Qualifications

- Minimum of 18 months' relevant experience
- Local Band 5 competencies
- Generic competencies
- Completion of specific foundation course
- Eligible for PG Cert

Experience Level

- 18 months' relevant experience
- Across Band competencies

Development

- PG Cert
- Band 6 secondment / permanent role
- Leadership
- Band 6 secondment opportunities, local competencies, leadership and specialist development



**TEAM LEADER / DEPUTY
SISTER / CHARGE NURSE**

Qualifications

- Minimum of 18 months' relevant experience
- Local Band 6 competencies
- Generic competencies
- Completion of relevant foundation course
- Completed PG Cert

Experience Level

- 18 months' relevant experience
- Across Band competencies

Development

- PG Cert
- Band 6 secondment / permanent role
- Leadership



**SENIOR SISTER /
CHARGE NURSE**

Qualifications

- PG Cert and evidence of domain development
- Masters Level study or desire to undertake
- Leadership and management
- Evidence of research and development
- Education

Experience Level

- Clinical dominant domain at Masters Level
- Evidence of wider domain development

Development

- Senior Management Masters apprenticeship
- Leadership
- Doctorate Degree
- Involvement in Trust-wide initiatives
- Project lead for innovation



**SPECIALIST NURSE / EDUCATOR /
ADVANCED PRACTITIONER/
CLINICAL ACADEMIC**

Qualifications

- PG Cert and evidence of domain development
- Advanced Nurse Practitioner Masters Degree or Advanced Clinical Practitioner Degree or specialist Degree or Doctorate Degree for Clinical Academic Role
- Leadership and management
- Evidence of research and development
- PGCE MA education

Experience Level

- Clinical dominant domain at Masters Level
- Evidence of wider domain development
- Evidence of clinical and research experience for clinical academic career

Development

- Senior Management Masters Apprenticeship
- Leadership
- Postdoctorate grant or fellowship applications
- Involvement in Trust-wide initiatives
- Project lead for innovation



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Post-qualification levels



MATRON

Qualifications

- PG Cert
- Masters Level study or equivalent
- Evidence of domain development
- Active leadership and management
- Active research and development
- Active education

Experience Level

- Clinical dominant domain at Masters Level or equivalent experience
- Evidence of wider domain development

Development

- Senior Management Masters Apprenticeship
- Leadership
- Doctorate Degree
- Involvement in Trust-wide initiatives
- Project lead for innovation



CONSULTANT NURSE

Qualifications

- Registered Nurse
- Masters (HEI level 7) degree in a health related discipline
- Evidence of significant academic and clinical post-registration development in the field
- Further higher education teaching qualification
- Registered non-medical prescriber (where appropriate)

Experience Level

- An innovator within the field with a reputation for professional excellence that is sufficient to inspire recognition as an expert

Development

- Other senior specialist nursing posts



DIVISIONAL NURSE

Qualifications

- Registered Nurse Level 1 with current live registration
- A minimum of Masters Degree in Nursing, healthcare or management
- Evidence of an education qualification
- Accredited for IV and venepuncture
- Evidence of further professional development activities in the past two years
- Extensive knowledge of specialist areas acquired through an additional qualification or equivalent level of experience

Experience Level

- Substantial nurse leadership / management experience

Development

- Chief Nursing Officer / Senior Operational Management / Executive roles



CHIEF NURSING OFFICER

Qualifications

- Degree educated or equivalent
- Educated to a Masters Degree or equivalent postgraduate qualification or equivalent level of experience
- Evidence of continuing professional development
- Active NMC registration
- Substantial experience at a senior management / Board level in organisations of similar size and complexity

Experience Level

- Substantial experience at senior management / Board level in an organisations of similar size and complexity
- Outstanding reputation as a leader, with a proven track record of producing high quality results in the management and leadership of nursing and clinical services

Development

- National roles



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REGISTERED NURSE ASSOCIATE – *in detail*



FURTHER DETAILS

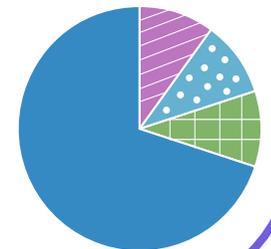
- The Registered Nurse Associate (RNA) is an accountable professional with NMC registration and a primary role of providing and monitoring care. Working in a team to provide integrated care, the RNA will contribute to improving standards and quality.

TRAINING / EDUCATION

- Trust and Local Induction programme
- Generic foundation programme 1-2 years
- Local competencies and foundation programme – specialty specific
- Top up to a Nursing BSc Degree option (2 years)

CAREER OPTIONS

- Student Degree Nurse (transition)
- Specialist link roles



• [STUDENT NURSE](#)



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STAFF NURSE – in detail



Unami's Story



Sneha's Story



James's Story



Carra's Story



Danielle's Story



Angel's Story

FURTHER DETAILS

- The Staff Nurse will be supported by an induction and foundation course to develop the specialist skills required to adapt to the demands of the role
Local and generic competencies will support development and progression

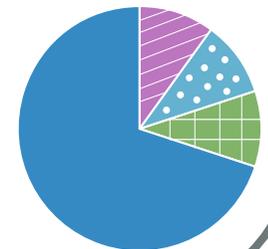
TRAINING / EDUCATION

- Trust and Local Induction programme
- Generic foundation programme 1-2 years
- Local competencies and foundation programme – specialty specific
- PG Cert
- Secondment opportunities

CAREER OPTIONS

- Senior Staff Nurse
- Deputy Sister / Team Leader
- Senior Sister / Charge Nurse
- Advanced Nurse Practitioner
- Matron

- [SENIOR STAFF NURSE](#)



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SENIOR STAFF NURSE – *in detail*



Grace's Story

FURTHER DETAILS

- The Senior Staff Nurse will have 12-18 months' experience
- The Senior Staff Nurse will be looking towards / studying for, or have completed, a postgraduate qualification

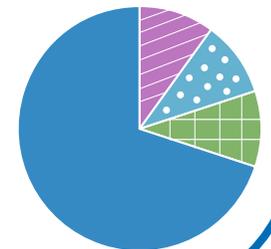
TRAINING / EDUCATION

- Local Band 5 competencies
- Generic competencies
- Completion of a foundation course
- Eligible for PG Cert

CAREER OPTIONS

- Senior Management Masters Apprenticeship
- Leadership
- Doctorate Degree
- Involvement in Trust-wide initiatives
- Project lead for innovation
- Secondment opportunities: Team Leader / Deputy Sister / Charge Nurse

- **TEAM LEADER**



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TEAM LEADER / DEPUTY SISTER / CHARGE NURSE – *in detail*



Sarath's Story



Lizzy's Story

FURTHER DETAILS

- The Team Leader, Deputy Sister and Charge Nurse will have a minimum of 18 months' experience in their field and will have completed a foundation course and postgraduate course relevant to their specialty
- The Team Leader / Deputy Sister / Charge Nurse will be developing confidence and competence adapting to the changing demands of the role and environment while leading and coordinating a team integrating with multi-professional colleagues. They will contribute to the wider support and development of staff safety, person-centred care and their families within their area

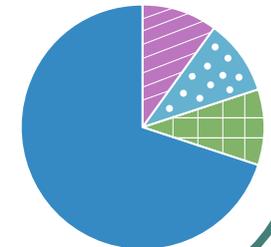
TRAINING / EDUCATION

- Generic and local competencies relevant to role
- Leadership development
- Masters Level continuous professional development

CAREER OPTIONS

- Senior Sister / Charge Nurse
- Advanced Nurse Practitioner
- Matron

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SENIOR SISTER / CHARGE NURSE – *in detail*



FURTHER DETAILS

- The Senior Sister / Charge Nurse will have a minimum of three years' relevant experience with evidence of continuous professional development relevant to the specialty. The role requires confidence and competence in leading and coordinating a team of multi-professional healthcare colleagues continuously adapting to the changing demands of the healthcare environment
- The Senior Sister / Charge Nurse will contribute to the wider support, education and development of staff, safety, quality and person-centred care and their families within their area

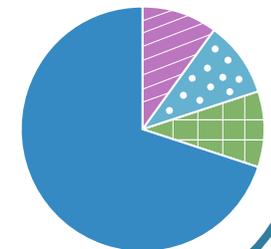
TRAINING / EDUCATION

- A desire to undertake continuous professional development in clinical practice, leadership, research and education
- Opportunities to undertake a postgraduate Degree / Apprenticeship at Masters Level
- Advanced Nurse Practitioners Masters Degree or Advanced Clinical Practitioners Masters Degree or specialist qualification relevant to field and / or PG Cert

CAREER OPTIONS

- Advanced Nurse Practitioner
- Matron

• [ADVANCED NURSE / CLINICAL PRACTITIONER / SPECIALIST NURSE / ACADEMIC NURSE](#) • [MATRON](#)





**SPECIALIST NURSE /
EDUCATOR / ADVANCED
PRACTITIONER / CLINICAL
ACADEMIC NURSE – in detail**



FURTHER DETAILS

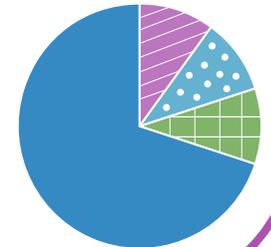
- The Advanced Nurse / Clinical Practitioner / Educator role complements the multidisciplinary team in providing specialist skills alongside a senior leader's role

TRAINING / EDUCATION

- PG Cert Advanced Nurse Practitioner Masters Degree (ANP) or Advanced Clinical Practitioner Masters Degree Apprenticeship (ACP) or PG Cert or Doctorate Degree for Clinical Academic Role
- Evidence of continuous professional development across all four pillars of practice in clinical, leadership, research and education

CAREER OPTIONS

- Senior Management Masters Apprenticeship
- Doctorate Degree
- Involvement in Trust-wide initiatives
- Project lead for innovation
- Postdoctorate grant or fellowship applications



- [SENIOR SISTER / CHARGE NURSE](#) • [MATRON](#)





MATRON – in detail



Fran's Story



Heather's Story



Reema's Story



Susie's Story

FURTHER DETAILS

- The Matron role provides an overarching leadership and management focus. The role extends across clinical expertise, leadership and management, research and education

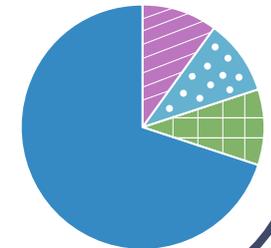
TRAINING / EDUCATION

- Senior Leaders / Management Masters Degree / Apprenticeship
- Evidence of continuous professional development across all four pillars of practice in clinical, leadership, research and education
- Leadership supervision
- Doctorate Degree
- Involvement in Trust-wide initiatives: service development, policy development and strategy initiatives

CAREER OPTIONS

- Senior, Chief and Executive roles

- **SENIOR MANAGEMENT ROLES**



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CONSULTANT NURSE – *in detail*



Vikas's Story



Rebecca's Story

FURTHER DETAILS

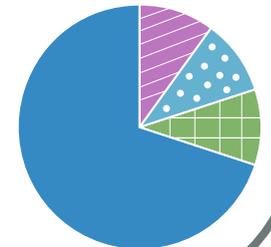
- The Consultant Nurse works at a very high level of clinical expertise and / or has responsibility for planning of services

TRAINING / EDUCATION

- Registered Nurse (part 1. 8. 12 or 15 of register depending on area of practice)
- Doctorate
- Masters (HEI level 7) Degree in a health-related discipline
- Evidence of significant academic and clinical post-registration development in the field
- Further higher education teaching qualification
- Registered non-medical prescriber (where appropriate)

CAREER OPTIONS

- Senior specialist / leadership and management roles, regionally and nationally
- The willingness to carry out postgraduate, developmental management and leadership studies relevant to role



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DIVISIONAL NURSE – *in detail*




Florian's Story

FURTHER DETAILS

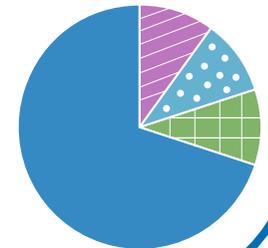
- The Divisional Head of Nursing has a key role to support the Divisional Director and their team in planning and decision-making to ensure the provision of high quality, efficient and effective services. This includes delivery on national and local strategic objectives and operational targets and standards. The Divisional Head of Nursing will provide senior nursing expertise to the Divisional and Clinical Directors to facilitate the effective deployment of the nursing workforce and secure high standards of nursing care and intervention

TRAINING / EDUCATION

- Registered Nurse Level 1 with current live registration
- A minimum of Masters Degree in Nursing, Healthcare or Management
- Evidence of an education qualification
- Accredited for IV and venepuncture
- Evidence of further professional development activities in the past two years
- Extensive knowledge of specialist areas acquired through an additional qualification or equivalent level of experience

CAREER OPTIONS

- Senior leadership and management roles, regionally and nationally
- The willingness to carry out postgraduate, developmental management and leadership studies relevant to role



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CHIEF NURSING OFFICER – *in detail*



FURTHER DETAILS

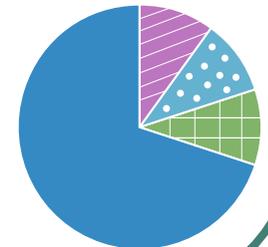
- The Chief Nursing Officer (CNO) is a pivotal Board role, providing vision, professional leadership and strategic direction in the delivery of the Trust's aims and improvements in quality, efficiency and effectiveness

TRAINING / EDUCATION

- Degree educated or equivalent
- Educated to a Masters Degree or equivalent postgraduate qualification or equivalent level of experience
- Evidence of continuing professional development
- Active NMC registration
- Substantial experience at a senior management / Board level in organisations of similar size and complexity

DEVELOPMENT

- Regional and national roles



My Story

NAME: Courtney Smith **ROLE:** Registered Nursing Associate / Student Nurse (Band 4), *Adult Intensive Care Unit (AICU)*



Overview

The Adult Intensive Care Unit (AICU) has provided me with many opportunities to learn and expand my knowledge and skills when caring for the hospital's sickest patients. With the Nursing Associate role being a new role within the nursing family since 2017, it has meant that both myself and my team have had to be open minded about the role and adapt our way of working to ensure that the role is used to its potential and for better patient care. The unit accepted me and my role with open arms and has really taken on the role. I can't imagine working anywhere else.

How I came to be in my job

I joined OUH in 2016, after finishing college from studying my Level 3 Extended Diploma in Health and Social Care. I joined as a Health Care Assistant (HCA) as I wasn't sure if nursing was going to be the career path for me and therefore wanted to gain experience. I worked on the Medical Short Stay Unit where I gained many skills, completed my Care Certificate and the AWARE course.

In 2017 HEE brought out the pilot study of Nursing Associate Trainees to bridge the gap between HCAs and Nurses. After completing the pilot programme, I joined the Hyper-Acute Stroke Unit as one of the first Registered Nursing Associates in the Trust and I was able to gain valuable knowledge of the different stroke pathways, the importance of rehabilitation and different ways we were able to support patients who have had a stroke.

I had always dreamed of working within ICU as I enjoyed variety in the patient caseloads but also the feeling of supporting patients when they are at their sickest. I joined AICU in October 2019 where I was enrolled onto their foundation programme. I have since been given the opportunity to be enrolled onto the Open University Student Nurse Apprenticeship programme which I do part-time alongside my current role. Once I qualify as a graduate nurse, I hope to be able to continue my nursing career within ICU.

Where I work

I work in the Adult Intensive Care Unit (AICU) at the John Radcliffe Hospital; I also work alongside the Churchill Intensive Care Unit (CICU) occasionally.

How I feel about my job

I have great satisfaction from my job within ICU. Supporting patients and their families through what could be the hardest times of their lives to then being able to see them recover and be 'stepped down' from ICU care is a privilege.

During the COVID-19 pandemic we have come together as a team more than ever and put our 'all' into the care we provide to patients. Seeing patients who have been given small chance of survival making a full recovery after 70+ days in ICU is so rewarding and makes the hard times worth it all.

Unfortunately, this isn't the case for all our patients. Being able to provide individualised care and support to each patient and their families through their last days / hours is a privilege in itself.

What I like about my job

I love being a part of a caring and supportive multidisciplinary team who all work closely together to improve patient care and experience. There is always a learning opportunity available and so many people are willing to teach and explain things.

My education and research background

There are so many opportunities available. I have taken part and completed the AICU foundation programme for new starters, the AWARE course and tracheostomy training, and I have now started my graduate Nursing Apprenticeship.

Other opportunities include the ICU Journal Club via Zoom, looking at different research patients, and options to attend conferences and other educational courses.

Where I'd like to go

I would like to qualify as a Registered Nurse and continue my career within ICU, expanding my skills, knowledge and competence further.



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My Story

NAME: Sarah Watts **ROLE:** Senior Sister, *Cardiac and Thoracic Critical Care Unit (CTCCU)*



Overview

I started work on what was the Coronary Care Unit in 2009 and knew from very early on that I had found my clinical specialty. That unit merged in 2011 with the Cardiac and Thoracic Critical Care Unit which is where I still work today. I have had opportunities to gain skills in an intensive care environment within a specialty I love, so consider myself very lucky. I am currently working in a seconded Band 7 role, which has been a good opportunity to further develop management skills and gain more of an insight of the bigger picture.

How I came to be in my job

I moved to Oxford to study Adult Nursing at Oxford Brookes University straight after finishing my A Levels. I graduated in 2004 having gained a Degree, my now husband and good friends for life. I also never left Oxford and was pleased to start my nursing career in Oxford University Hospitals initially on the ENT and Head and Neck Surgery Ward at the Radcliffe Infirmary. I was keen to gain experience in different areas and moved from there to the Emergency Department, followed by some time in Oncology at the Churchill. I have now worked within cardiac for 10 years and can see myself staying within this specialty for many years to come. I have been well supported to undertake additional study and new roles.

Where I work

I work in the CTCCU, Level 1, Oxford Heart Centre. www.ouh.nhs.uk/cardiac

How I feel about my job

I feel very fortunate to be able to offer what I consider to be excellent care. I am working in a specialty I enjoy, and find working in a critical care area means we know our patients and their families so well, and are able to support them through what can often be the most frightening or challenging times in their lives. There can, of course, be very stressful and busy days, but I think the team spirit on CTCCU means we can navigate them coming away with a sense of having achieved something, rather than falling short.

What I like about my job

I enjoy the variety. No two days are the same, and I don't think I could ever say I am bored at work which isn't the case for so many! I am learning every day, and still feel like there is so much more for me to learn.

I like that our staff at any level can contribute to CTCCU in some way. Any ideas to improve the patient experience are always supported and encouraged. There is so much scope for improvement in any unit, and I think the fact that it all feels like a team effort on CTCCU gives me a great deal of job satisfaction.

I am very fortunate to have an interesting and fulfilling job which hasn't had to go on hold whilst I have a young family. Our shift pattern means I can work almost full time, whilst managing to spend four days a week building Duplo towers (amongst other things!) with my two children.

My education and research background

I have been supported to complete a number of courses in my time in post. I have studied for the Mentorship course and a short course in Cardiorespiratory Practice at Oxford Brookes University. I am currently attending a directorate course in Enhancing Leadership Skills which has been very applicable whilst I am finding my feet in a new role. We have many opportunities to become involved in clinical interest groups and link roles in order to learn from other areas.

Where I'd like to go

There is a great deal more for me to learn in my current role, and I hope to develop myself further to gain a substantive position. Perhaps further in the future, I would like to work in one of the specialist nursing roles within Oxford Heart Centre.



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SENIOR SISTER



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My Story

NAME: Danielle Parker **ROLE:** Nurse Band 5, *Neurosciences Intensive Care Unit (Neuro ICU)*



Overview

Since qualifying, my nursing career has seen me move into Neurosciences ICU here in Oxford, starting off in neurology where I was welcomed with such friendly faces.

How I came to be in my job

From a student I was quiet and not confident in my abilities. This team helped me to believe and shared their knowledge in the complex conditions of neurology. The repeated admissions of patients also meant I could be a definite support in their journey, and get to know their individual needs.

Following this I rotated to neurosurgery and high care. The skills learned here were more clinical with Neuro ICU step down patients, drains, tracheostomies and a faster patient turnover. It was such an honour and hugely satisfying looking after patients in this environment as you watched them progress and get home.

Successive to this I moved to my dream job, feeling I had gained sufficient understanding of neurosciences, its management and services the Trust can provide.

Where I work

I work in the Neurosciences Intensive Care Unit (Neuro ICU).

How I feel about my job

Neuro ICU can be an emotional rollercoaster for all involved, but equally greatly rewarding seeing patients come from horrific scenes and on their way to living with minimal assistance.

What I like about my job

When outcomes aren't so great you can provide independent and dignifying care which is not always achievable on a busy ward setting.

My education and research background

As an ICU setting there are always opportunities to advance skills and initiate new practice ideas to enhance patient outcomes – and all with SUPER team support! You start out with a competency framework designed by the educators that helps relax you in and feel able to be a Neuro ICU nurse. Following this you are provided with an abundance of opportunities with university-led courses. I myself am currently undertaking a course in Neuroscience Rehabilitation at Level 7 held in the Trust and supported by Northampton University. The course is helping to answer all those questions I had about why patients are experiencing symptoms at a cellular level and beyond.

Where I'd like to go

Neuro ICU is still providing me with lots of opportunities to grow personally and in my career as a nurse. The field of ICU and Neurosciences is in depth and you can really get glued into striving to know more to provide the BEST practice for patients. For this reason my next career progression will hopefully be to move to a higher Band and take on another Level 7 course specific to ICU care.

The rotations the Division offers now I fully recommend. It is enjoyable, and enables you to grow and become the nurse you vision as a student.



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My Story

NAME: Unami Dube **ROLE:** Nurse Band 5, *Adult Intensive Care Unit (AICU), John Radcliffe Hospital*



Overview

I work in the Adult Intensive Care Unit. It is a supportive environment, especially academically, and teaches in a way that builds one's confidence professionally.

How I came to be in my job

I was previously working in South Africa and looking to work abroad, although not specifically in the UK. A colleague I had worked with in South Africa referred me to Oxford University Hospitals NHS Foundation Trust.

What I like about my job

I like that it is in Oxford (which has a high academic reputation) and I could just 'feel it in the air' when I first arrived that even in OUH there is a culture to excel academically and be at the front line of the latest research in healthcare improvement, innovation and education.

As a nurse in the ICU, there is horizontal and vertical career progression. Horizontally it means that, as a Band 5, one can be a part of the different specialist nurse groups (link nurse) e.g. TVN or diabetes, and be involved in championing or peer group teaching.

Vertically it means one can move up the Bands but this is achieved through doing the ICU course first. Ideally every new starter in the unit completes the national Step One (there are four steps) ICU competencies, and progressing to Step Two is the ICU course which is the potential consideration for Band 6 and upwards.

The unit is very open to the staff bringing new ideas or research topics and articles they have read or may want to conduct. It is an environment that always encourages learning.

Where I'd like to go

I see myself definitely staying in the unit and increasing in my knowledge and ability to best take care of a critically ill patient. I want to enhance my skills in critical care and be the best I can be. This may also mean moving up the Bands.

I would also like to have exposure in other ICUs in the JR, but that will be at a later stage. All this is also in aim to gain as much as I can so I can eventually go back home (South Africa) and implement some of the healthcare models I have seen and been a part of here in order to make a contribution to the healthcare there.



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My Story

NAME: Sneha Jose **ROLE:** Nurse Band 5, Emergency Department, Horton General Hospital



Overview

I came here as a newly qualified nurse and I was very scared about everything; different atmosphere, people, system, everything new. However, the team at the hospital, especially my senior staff, were supportive and created a friendly atmosphere for me. Everybody in the workplace welcomed me warmly and never left me behind. I was always comfortable and made to feel like I was part of the workforce. They gave me enough time, help and opportunity to get adjusted with the atmosphere and the system. Every day, when they see me they ask me "Is everything fine? How are you getting through it? etc." I am happy as I am in safe hands to enhance my professional experience. All my seniors are supportive so I can reach out to them if I need any help. Really, I am thankful for them.

How I came to be in my job

It was my dream to work in one of the most reputed hospitals in the UK. At the end of 2019, when I completed my final year nursing education, OUH representatives came to Kerala, India. We got the chance to meet Andrew Carter, Director of Nursing – Workforce. We had a quick chat and came to know they would accept newly qualified nurses. From there, it was my dream to come here. So, before my graduation I completed the Occupational English Test. Thereafter, I contacted the Recruitment and Retention Lead – Nursing Workforce to know about the available vacancies. I can't thank her enough, as she helped and supported me through my entire process. I reached the UK on 2 December 2020 within three months of getting my offer letter.

How I feel about my job

It is a privileged job, with often very vulnerable people, whom we can learn from, help, care for, and work to get to the best results for. It's a job that's rewarding: I really love my job, especially the friendly and welcoming atmosphere in my department. They made me more confident.

What I like about my job

The most rewarding thing about being a nurse is making a difference in the lives of others. The bright smile I receive from my patients when I care for them.

One of the things I love about being a nurse is that this career is flexible. You can be a bedside nurse, a nursing professor, a mentor, a supervisor / manager / charge nurse, an entrepreneur, a nurse scientist, a nurse educator, a legal nurse consultant, a wellness practitioner, a nurse practitioner, a nurse author etc. OUH offers a great opportunity for our career development.

Where I'd like to go

I wish to continue my studies. I have two options, either to develop as a nurse practitioner or start some research studies to obtain a PhD after meeting the eligibility criteria.

"And, when you want something, all the universe conspires in helping you to achieve it."

Paulo Coelho, The Alchemist.
In my life, a truth – thank you.



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My Story

NAME: James Welbeck **ROLE:** Nurse Band 5, *Ward 6A Vascular Surgery, John Radcliffe Hospital*



Overview

My ward is on the sixth floor of the JR Hospital. Some of the vascular conditions we see are AAA, necrotic wounds and DVT, and the vascular surgeries include EVAR, FEVAR, and below and above the knee amputation. It is such a great team to work with, who have assisted me and mentored me in the field of vascular nursing and also assisted me to pass my OSCE. Special thanks to the overseas educational unit for their support.

How I came to be in my job

A friend asked me to search the NHS website for nursing jobs in London. It was during one of my searches that I saw OUH looking for Band 5 nurses in Specialist Surgery. My field of nursing in Ghana was Urology and I never thought I would leave that field. I read more about Specialist Surgery and realised it was a challenging specialty but very rewarding in terms of building your career as a nurse.

What I like about my job

It's a challenging unit but the staff here support each other, which brings excellent recovery and joy to our patients. One great thing about the unit is teamwork and respect for one another.

Where I'd like to go

There is educational support available in specialised skills which require training and appraisal. My dream is to be one of the greatest vascular nurses in OUH and I know I will be supported to achieve that dream through hard work and determination.

Looking back I strongly believe I made the right choice since I have never regretted joining OUH and living in the beautiful city of Oxford.



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My Story

NAME: Carra Shaneen Anni **ROLE:** Nurse Band 5, *Neurosciences Intensive Care Unit (Neuro ICU)*



Overview

My name is Carra Shaneen Anni. I am a Band 5 Staff Nurse in the Neuro ICU department at the John Radcliffe Hospital.

How I came to be in my job

I am from the Philippines and one of the many overseas nurses recruited by Oxford University Hospitals.

What I like about my job

Working in a different country, away from loved ones and friends, can be very difficult if you are on your own, but the Neuro ICU department has been very supportive of me and they became my family away from home.

My education and research background

Preparing for the OSCE was one of the hardest tests I had to pass in order to work here as a UK Registered Nurse. The Trust provided us with experienced nurse educators who spent so much time and effort on each one of us, ensuring we all would pass, and for that I was grateful to be taught by them.



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My Story



NAME: Sarath Plavinkoottathil Sudhakaran **ROLE:** Deputy Charge Nurse Band 6, *Cardiac Angiography Suite, Oxford Heart Centre*

Overview

I came here to Oxford University Hospitals as a 1st batch overseas nurse and joined an amazing team on the Cardiac Angiography Suite (cathlab) as a Band 5 nurse. I must proudly say that I made it after being the first overseas nurse to pass the OSCE exam successfully. There was uncertainty as well as excitement to start a new career in a different country which speaks a different language, but I must say the excellent support I received from everyone in this Trust, starting from my OSCE trainers and management team, to everyone in my department, helped me to settle nicely. Now, when I look back after three years, I am really proud of my achievements and reaching a position of Deputy Charge Nurse in my department.

How I feel about my job

I have never felt this proud for being a nurse ever in my career before. The kind of recognition and satisfaction that I get from my job now is something beyond words to explain. I have such a wonderful professional and supportive team around me, where I always have the confidence to stand for my patients' safety and interests. I am so happy that I chose to come and nurture my career here.

What I like about my job

The most exciting thing about my job in cathlab is the everyday learning opportunity it offers. Intervention cardiology is an ever progressing area, where there are new inventions and procedures with the support of advancement in technology. On top of that, being in a university and research hospital offers me a lot of courses funded by the Trust which will provide advanced knowledge and academic skills which are essential to progress to the next levels in my career.

Where I'd like to go

I would really like to continue to be an integral part of my department for the coming years and grab my opportunity when it comes to progress to the next levels of my career.

I want to thank each and every one who has helped and supported me right from the beginning to bring me here, showed the patience to get me settled, teach me everything and carry me forward, and opened the doors to a new life for me. Thank you.



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My Story

NAME: Neha Bharti **ROLE:** Anaemia Specialist Nurse Band 6, *Nuffield Orthopaedic Centre*



Overview

I was selected as a Deputy Sister on the Orthopaedic Short Stay Unit at the start of the COVID-19 pandemic. However, because of my medical condition I was redeployed to the education team, and then to my current job role. My Matron has always been quite supportive to me. As an Anaemia Specialist Nurse, I see the patients pre-operatively who are low in their haemoglobin, so that their anaemia can be corrected before their surgery.

How I came to be in my job

I came to this role because of the current situation. However, it wasn't just given to me. I was asked before if I would like to go with the role. This role was quite new and there wasn't much information available about it. I accepted this role as a challenge and opportunity and I'm glad to say this role is working well now.

How I feel about my job

I feel much more confident now and I'm really enjoying this role.

What I like about my job

As a nurse, I always enjoy my interaction with patients. Communicating with my patients professionally is the best part of my job.

To understand my job role more in depth, I studied and completed two modules, one in Anaemia and another in Good Clinical Practice. Both these modules helped me to gain my specialisation in this role. By continuing developing in this role, I can become a Band 7 Advanced Nurse Practitioner, although it requires further training.

Where I'd like to go

There are a couple of pathways in which I am interested. First, I would like to grow as a Ward Manager, for which I have enrolled in a Diploma in Leadership and Management for adult care. Secondly, I am also quite passionate about running a nurse-led clinic by becoming an Advanced Nurse Practitioner. Either way, I would give my best to develop in my career.

Being in a big organisation or trust gives you loads of opportunities to grow; it's your responsibility as an individual to find the right ones for you and move ahead.



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My Story

NAME: Lizzy Clark **ROLE:** Deputy Sister Band 6, *Newborn Intensive Care Unit (NICU)*



Overview

Oxford Newborn Care Unit cares for some of the smallest and sickest babies across the Thames Valley. The team includes doctors, nurses, psychologists, physiotherapists and many other specialist staff, who all work together to care for the babies and their families during their journey through the unit.

How I came to be in my job

I began working here as a Maternity Care Assistant 15 years ago. Although I loved my job I knew there was something missing and it soon became clear I wanted to specialise in neonatal care. I was encouraged by colleagues to go to university to do my children's nursing. As part of my university course, I did an extended placement on the Newborn Care Unit and was offered a job as a staff nurse when I qualified in 2010.

I began working in the Low Dependency Unit, before orientating to high dependency and then through to intensive care as I gained knowledge and skills from caring for a diverse range of patients.

The level of care a baby needs on entering our unit will range from a few hours of support post birth, to a few weeks or months of intensive care, and as a NICU nurse, its not just my job to care for the baby, a hugely important aspect is to care for the parents and siblings, whose worlds are often unexpectedly turned upside down, and it is such a rewarding part of the job to be able to support and guide them through their journey.

Where I work

I work in the Newborn Care Unit, John Radcliffe Hospital. To find out more click on the below link to watch the short video.

[Newborn Care Unit](#)

How I feel about my job

The level of care a baby needs when it enters our unit will range from a few hours of support post birth, to a few weeks or months of intensive care, and as a NICU nurse, its not just my job to care for the baby, a hugely important aspect is to care for the parents and siblings, whose worlds are often unexpectedly turned upside down, and it is such a rewarding part of the job to be able to support and guide them through their journey.

What I like about my job

I love coming to work, the days are often very unpredictable, and most certainly never boring. Neonatal care is an exciting and innovative field, where research is a big part of the unit's day to day running. It is fascinating to be able to see advances in care as a direct result of the research that your patients have been involved in. And there are many exciting opportunities to get involved with the neonatal research teams too.

My education and research background

During my time here I have had three children, and each time I have returned from maternity leave I have been well supported and encouraged to continue with my career progression. I have successfully completed the PG Cert in Neonatal Practice, and recently been promoted to a Deputy Sister, which has brought all sorts of new and exciting challenges.



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My Story

NAME: Andy Ellis **ROLE:** Senior Charge Nurse, Band 7, *Adult Intensive Care Unit (AICU)*



Overview

I love the challenge and opportunities to develop that nursing has offered me, and I can't imagine working anywhere else!

How I came to be in my job

I came straight from doing A Levels to a nursing diploma – I originally was planning to train as a paramedic but enjoyed nursing too much. After two years on a general medical ward, I found I enjoyed the challenge of caring for the sicker patients and wanted to move to ICU to increase my skills in this area. I have now been here for 12 years this year and haven't looked back! My main responsibilities currently are as a Senior Charge Nurse overseeing a team of nurses, and I am also managing our clinical information system as cover for my colleague's maternity leave.

Where I work

I work in the Adult Intensive Care Unit, John Radcliffe Hospital.

How I feel about my job

Nursing is challenging but incredibly rewarding – caring for people on the brink of death and then seeing them progress to a point where we can discharge them to a ward and hopefully home from hospital is very satisfying. There are some situations where this is not possible, and then we ensure that we provide patients and their families the best care possible during the last moments of life, which is in itself a great privilege.

What I like about my job

I work with an incredible and supportive team of nurses, doctors, pharmacists and allied health professionals who all pull together to give outstanding care. You are given a great deal of training, both formal and on the job, and in return take on a real level of responsibility in caring for critically ill patients, assessing clinical status, and initiating treatments including support of a variety of organ systems as part of the wider clinical team. There are always learning opportunities, and it is an exciting and rewarding job!

My education and research background

Nursing offers so many opportunities to continue to develop your career – in my time on ICU I have completed a mentor qualification, a postgraduate course, have spent time seconded into our critical care follow-up team as well as some time managing our clinical information system. I have also been supported to become a resuscitation instructor and will be completing my advanced life support instructor course this year. Other opportunities include working as part of our education team, and we have also offered research secondments. We encourage and support staff who wish to present at or attend relevant conferences.

Where I'd like to go

My next role will be as one of the Project Lead Charge Nurses – overseeing a variety of quality improvement projects that will enhance the care we give to patients or the way we look after our staff. I am excited to get stuck into this role and support our staff to give the best care we can to our patients, based on the most up to date research and technology available.



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My Story

NAME: Kate Lacey **ROLE:** Clinical Educator, Band 6, *Surgical Emergency Unit (SEU)*



Overview

SEU is such an exciting environment to be a part of, which is friendly and supportive. It is why I am still here after 12 years. I work on the most amazing unit, with a large team of over 100 staff, who work with integrity and compassion. This work ethic, alongside my passion for general surgery, is what has kept me very happy here.

We are supportive to those who are starting their career in nursing, but at the same time already experienced nurses will have the opportunity to continue with their professional development, with potential opportunities for funded study courses such as Nurse Apprenticeships, Care Certificates, Masters modules, and ongoing training, whether that be in-house study days or on the unit clinical teaching.

How I came to be in my job

I have been a nurse for 18 years and for 12 of those, on the Surgical Emergency Unit. I was born and grew up in Western Australia, from a large farming area, three hours south of Perth. I graduated from Notre Dame University in 2002, and worked in Perth tertiary hospitals in specialties such as Neuroscience / Surgery, Orthopaedics, Gynaecology and General Surgery, before meeting my British husband, and making the move to London. I did agency for two years in and around London hospitals in ENT, Oncology, Medical Assessment and Transplant.

Where I work

I work in the Surgical Emergency Unit, John Radcliffe Hospital.

What I like about my job

We made the move to Oxford in 2008, and I was missing the specialty of General Surgery, so decided to make SEU my new home. Nursing at Oxford University Hospitals is incredibly similar to that of home, so the transition was very easy. From day one the team on SEU were incredibly supportive, ensuring that I had a career pathway in which I felt I could achieve in the future. Over the years, I worked my way up to coordinating at a Band 6 level, overseeing the unit, two other wards, and working in triage.

After a three year stint back in Perth I returned to a new role in clinical education. The unit is incredibly supportive in what I do, I really enjoy working with staff and helping them with any education needs, but also with quality improvements on the unit, which will help us provide even better care to our patients. With three young children, the unit has been flexible to my needs to ensure that I continue nursing in some capacity; without this flexibility, I may have left nursing entirely.

My education and research background

What is incredible about OUH, is the amount of training and education that is available. In Western Australia there are fewer study days allowed which I feel really encroaches on career development. I have attended many study days which have all ensured better evidence-based care and development.

On the unit we encourage career progression from the start, supporting newly qualified staff to attend the OUH Preceptorship Programme and specific courses like the Triage Education Programme. We also help experienced nurses to develop leadership and management skills, in preparation for Team Leader, Ward Manager or Emergency Nurse Practitioner roles.

Where I'd like to go

I am very excited about my nursing future. My children are now at school age, and I feel I can be more dedicated to my professional self once again. I enjoy supporting the staff with their educational and clinical needs and really believe that the clinical educational role is vital for all areas of nursing, bridging that gap between clinical staff and management. I am now very keen on working my way up the career ladder, into more senior roles.



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My Story

NAME: Jenny Fox **ROLE:** Lead Transplant Specialist Nurse, Band 8a, *Transplant Outpatients*



Overview

I work as the Lead Transplant Nurse Specialist, leading a small team of specialist nurses and being part of the senior leadership team within Transplant Services. I also have clinical responsibilities as the Nurse Lead for a highly specialised service, Total Pancreatectomy with Islet Auto Transplant, working closely with a varied multidisciplinary team.

How I came to be in my job

I was one of those who sort of fell into nursing. I had started a degree but not finished it and gone back home to consider my options. During this time I was offered work in a nursing home and I surprised myself in finding it was the first time that I was in a job that I felt comfortable with. I completed my nurse training in 1996 at the Royal Free in London and worked there in various roles for six years on a renal and transplant ward.

A growing family took me away from London to Oxfordshire and away from nursing for 12 years. During this time I worked supporting people with learning disabilities in the community. However I always felt like there was a nurse-sized hole in my life, and when the opportunity arose to reconsider my working life I was strongly pulled to return to nursing. The first day I started back on the Renal Ward at OUH as a return to nursing student was like coming home. I can't put into words how right it felt to be doing what I had always loved. I completed my return to nursing in December 2014 in Oxford and started as a Band 5 on the Renal Ward. I quickly gained a Band 6 post on the ward and then stepped sideways to work in Peritoneal Dialysis. After 18 happy months managing a small caseload of patients I was successful in gaining a Band 7 post in transplant follow-up and for the last year have been in a seconded 8a post as Lead Transplant Specialist Nurse. My return to nursing has been a whirlwind of opportunity and challenge which I continue to enjoy.

Where I work

I work in the Churchill Hospital, Oxford Transplant Centre.

How I feel about my job

I love my job! It is challenging and frustrating but continues to be incredibly rewarding. Even at senior level you know that the patients are the reason we get out of bed in the morning. I feel very lucky that my role enables me to continue to manage a patient workload together with input into senior leadership decisions.

What I like about my job

Transplant is a life-changing process and to be part of the journey for our patients is a privilege. To continue a patient workload and have input at senior level feels very lucky as a combination.

My education and research background

I have had many professional development opportunities so far.

Where I'd like to go

I'm looking to start the non-medical prescriber course and I am interested in taking other modules to complete a Masters Degree in the future.



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My Story

NAME: Fran Woolman **ROLE:** Deputy Matron, Band 8a, *Emergency Department and Emergency Assessment Unit*



Overview

The Emergency Department (ED) and the Emergency Assessment Unit (EAU) are both very busy and fast-paced areas. We see a high volume of patients each day with a variety of presenting complaints. The teams in both departments are incredible to work with and I think it takes a fairly unique group of people to cope with the pressure and demands. It can be unpredictable and every day is different, which is the main attraction I think. Both teams really look after each other and are so supportive.

How I came to be in my job

I started working in the ED in 2008 after working on a trauma ward in Southampton. I wanted to move to Oxford and had initially applied for a trauma job but was offered an interview for ED instead. I was initially really apprehensive and didn't think I would like it but 12 years later and I am still here so I think that says it all really!

I worked as a Staff Nurse and progressed up through the Junior Sister and Senior Sister roles and completed the Emergency Practice Short Course at Oxford Brookes along the way. I also completed the Minor Injury and Illness course and worked for a brief period as an Emergency Nurse Practitioner alongside my Senior Sister role. I have never planned any of my career moves and have always just been open to new ideas.

I have been Deputy Matron now for 18 months and only just feel like I have settled in to it. The jump from Senior Sister to Deputy Matron was definitely the hardest and I still have a lot to learn. I work clinically a few times a month which helps maintain my clinical skills but also gives me time to get to know staff better.

Where I work

Emergency Department and Emergency Assessment Unit.

How I feel about my job

I love my job because of the variety and the opportunity to be involved in some fantastic projects such as the opening of the new Resuscitation Area. It was so much fun and really rewarding to work with a huge range of people who were all invested in making it the best it could be. Sometimes it felt so far removed from nursing but now it's open it has had such a positive impact on the team and the patient care that it's very satisfying.

Service improvement is probably my biggest passion, whether that's the environment, for example with the Resus build, or in developing the team through recruitment or helping individuals progress.

The Deputy Matron role can also be very challenging with a lot of pressure, competing demands and having to adapt quickly. Governance and patient safety can be very difficult, responding when things haven't gone so well and considering how we can try to prevent similar things happening in the future. Performance and operational targets obviously feature heavily in the ED too and this can be difficult to balance when you are trying to provide compassionate care in a busy department.

My education and research background

Through ED and EAU we offer a range of training opportunities for professional development: Emergency Practice Short Course, Minor Injury and Illness Management, Frailty Course, Deteriorating Patient Course, Advanced Trauma Nursing Course. We have staff doing their OU Nursing and Nurse Associate Trainees.

Where I'd like to go

I would like to progress within the Deputy Matron role and continue to learn. I don't have a plan for the future, I will continue to be open to new ideas and consider each opportunity as it arises.



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My Story

NAME: Vikas Nethaji **ROLE:** Digital Lead and Change Project Manager, Band 8a, *SuWOn Theatres (Churchill Theatres and Day Surgery Unit, Horton Theatres, Women's Theatres)*



Overview

I work in Theatres across three sites covering the Horton, Churchill and JR Women's Centre. I joined a new role covering project and digital aspects. I work within a multifaceted theatre team of ODPs / Nurses / operational managers / administrators / digital leads across the Trust.

How I came to be in my job

I started my nurse training in 2004 and have worked in various specialties of critical care, medical and surgical wards. I joined Theatres in 2013 to practise as an Anaesthetics and Recovery Practitioner. Theatres have always fascinated me as a career option as there are so many options, not only in terms of learning various clinical skills, but also as an ideal environment to develop leadership, management and education skills. In 2014, I got my first promotion as a Senior Staff Nurse. My career progression involved developing myself clinically through various in-house and university courses offered by the Trust and then later stepping into education as a Practice Educator in 2016. In my new role, which I started in June 2020, I lead some of the Trust's digital and improvement projects for Theatres.

Where I work

Digital Lead and Change Project Manager in Theatres.

How I feel about my job

Working in OUH is great as there is always an attitude to improve and innovate constantly. Last year in 2019, we started our own in-house postgraduate diploma in perioperative practice. It was a good learning opportunity to step into the role of module leader. My current role has various aspects of digital education and project aspects that I lead on, which is exciting and challenging at the same time. I feel supported throughout as the Trust offers a wealth of resources and networking opportunities to bounce ideas off each other and work towards improving our practice and patient care.

What I like about my job

The variety, supporting staff, pace, decision-making, creativity and team working.

My education and research background

For Theatres, we offer a perioperative foundation course for all new starters to learn and develop new skills. As they grow into their clinical skills, there are various CPD opportunities in terms of university postgraduate clinical as well as leadership modules to specialise in. There are a lot of training activities, competency and development packs, mentoring courses and clinical supervision sessions to aid further support and development.

Where I'd like to go

I am hoping that I could do a PhD in future and further develop myself.



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My Story

NAME: Rebecca Turner **ROLE:** Nurse Consultant, Band 8b, Oxford Eye Hospital



Overview

Oxford Eye Hospital is a mostly ambulatory service within Oxford University Hospitals NHS Foundation Trust (OUH). We see on average 150,000 patients a year for acute and chronic care, both outpatient and surgical. My specific role right now is in leading a small Ophthalmology-specific pre-operative assessment team and in particular, assessing, examining and listing patients from referral for cataract surgery.

How I came to be in my job

I have been a Nurse Consultant for five years and have worked with OUH since 1986. I moved to Oxford shortly after completing specialist training in Ophthalmology in London, the specialty I realised was to be for me very early on in my nursing career.

The year after joining the team in Oxford I was appointed to a Ward Sister's post. This was probably my favourite role because it gave me a taster of what it was like to become a developer of the service and people. I loved my patients, my ward and my team!

Within this role I was given so many opportunities to grow and develop personally through training and education. I became a Matron for Ophthalmology in 1991 and have lived through many variations of the role and service. I stepped outside to experience service management and clinical leadership which were amazing opportunities to grow yet further as a professional. This concluded in achieving a Masters in Management in Health Care. In 2007 the Matron's post changed in to a multi-specialty role which provided yet another chance to learn and grow in knowledge, skill and confidence, not only clinically but as a leader as well. Networking opportunities increased with occasions to teach, train and present at a national level on a regular basis. This element of my work has further increased since becoming a Consultant Nurse and I have been a member of some NICE guidance reviews and various consultation committees. I am involved in clinical audits, service development and low level research.

Where I work

Oxford Eye Hospital.

How I feel about my job

This is the best job I could ever have hoped to have, and didn't realise was open to me when I was a student nurse in the mid 1980s! I am passionate and committed to Ophthalmology. I thrive on leadership although my current role gives me a different slant on leadership in the traditional sense. I am zealous about advancing clinical practice and supporting all to work at the top of their licence. Most importantly I am privileged and thrive on the fact that I am rooted on a daily basis in delivering patient care. That is why I became a nurse after all!

Where I'd like to go

I had the amazing opportunity to undertake clinical and assessment work in the Falkland Islands. Although the clinical work was very much in keeping with what I do in Oxford, I felt I learnt so much. This was not only in terms of the preparatory work and organisation that was needed for the visit, but also in how to adapt to an unfamiliar environment to improve patient care. I never want to stop learning!



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My Story

NAME: Heather Talbot **ROLE:** Matron for Specialist Surgery Inpatient Services, Band 8b, *Specialist Surgery, John Radcliffe Hospital*



Overview

Specialist Surgery consists of ENT, Plastics, Oral and Maxillofacial, Ophthalmology, Vascular and Head and Neck Surgery. There are three inpatient wards, the Hand and Plastics Injury Clinic and the ENT and Oral Maxillofacial GP Referral Unit. The work is varied and can be very specialist with patients having tracheostomies, free flap reconstruction or major vascular surgery. The nurses in the team vary from newly qualified to highly skilled advanced nurse practitioners.

How I came to be in my job

When I qualified in 2001 I started my career with a rotation, covering plastic surgery, medical assessment unit and surgical emergency care. I soon realised my passion was for surgery and I spent the next ten years working in General Emergency Surgery with secondments to Team Leader and Ward Manager posts. I then took a role as a Ward Manager for Head and Neck Services, within Specialist Surgery. I loved this role but felt I had learnt all I could as a Ward Manager, so I went to Orthopaedics as a Deputy Matron to gain further management experience and I finished my Masters in Nursing Management. I then returned to Specialist Surgery as the Inpatient Matron.

Where I work

Ward 6A – Vascular
Blenheim Head and Neck Unit
Specialist Surgery Inpatient Unit
GP Referral Unit and Hand and Plastics Injury Clinic

How I feel about my job

During my nursing career I have worked in each of the clinical areas I now manage as a Matron. I was really excited when this job became available as it felt as if my whole career had been preparing me for this job and I was returning to some of the specialties I had enjoyed as a Staff Nurse.

There are many things I love about my job! I love the variety of the specialties, how they are all different yet work together; this makes each day unique. I work with a fantastic team, both nursing and the medical team, and the collaborative team work results in excellent clinical care for our patients.

Specialist Surgery has lots of development and educational opportunities. There is a fantastic education team to support nurses and we are able to offer staff the opportunity to continue their professional development with in-house training and accredited courses at local universities. We can offer rotations between departments for those who are keen to develop skills in all specialties.

Having been appointed into this post my current development plan is to settle into my role and learn to be the best Matron I can be. I have seen each of my areas respond to the needs put on them and develop as a team together.

I feel very lucky to have a job I love in a specialty I find interesting. Every day is different and most days end up being very different to the day I thought I was going to have when I woke up. One of the best bits about my job is reading the patient feedback from the areas I manage and to see the difference we make in patients' lives on a daily basis.



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My Story

NAME: Reema Elvira D'Souza **ROLE:** Matron for Acute General Medicine, Band 8b, *Medicine, Rehabilitation and Cardiac Division*



How I came to be in my job

I came to the UK from India in 2003 after completing my Bachelor's Degree in Nursing. While I was waiting for my NMC registration, I started work as a Health Care Assistant on the Cardiology Ward. Following the receipt of a decision letter from the NMC, I completed my Adaptation Course in a Nursing Home. I re-joined the Cardiology Ward after six months following completion of the Adaptation Course and worked as a Staff Nurse for two years. I applied for a role as a Senior Staff Nurse in the Haematology, Oncology and Endocrinology Inpatient Ward. After three years in this role, I was successful in securing the Deputy Ward Sister role in the same ward and later in the Respiratory Medicine Inpatient Ward. Six years later, I started work as a Ward Manager on the Gastroenterology Ward. After four years as a Ward Sister, I moved into a role as a Matron for Acute General Medicine in 2016.

I have also worked in a secondment role as a Deputy Divisional Director of Nursing (MRC) for nine months.

Where I work

Medicine, Rehabilitation and Cardiac (MRC) Division.

How I feel about my job

I love my job because everyone shares the same vision and is dedicated to the same mission and goal. There is a spirit of cooperation and shared goals all revolving around helping the patients, their families and our staff. We all support each other and work together to offer creative feedback and then make our ideas a reality. This truly creates an environment for team work, where everybody is there for each other irrespective of the grades.

What I like about my job

I love that I have a degree of control and freedom within my job. I work full time on a flexible schedule, both in and out of office. I am trusted to produce high quality work and results. I work hard to maintain that level of trust, which keeps me engaged and excited – but at the same time, I love that my job enables me to love and enjoy other commitments and passions in life.

I like the autonomy and freedom to innovate in collaboration with others. Health care is continually changing and evolving. In this rapid change, I get an opportunity to experience the process of a simple idea growing into a Trust-wide and national approach. Every day is different, and it is a constant adventure.

I like the fact that every time I speak to a patient, family member or staff, I have an opportunity to help someone and make a positive change.

My education and research background

I am currently midway through my Doctorate in Nursing (DNurs) programme. The Doctor of Nursing Practice is a clinical doctorate that prepares graduates for advanced nursing roles that include clinical practice and leadership. This programme is for qualified nurses who are working within clinical practice and wanting to explore practice in greater depth and through the application of research knowledge and skills. It offers the opportunity to explore nursing theory and research methodologies through a programme of taught modules, which will provide a basis for the final thesis.

Where I'd like to go

I want to explore opportunities to bring doctoral studies and research into clinical practice with a view to making a significant impact on quality, efficiencies, and effectiveness in health care through a nurse's unique perspective.



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My Story

NAME: Florian Stoermer **ROLE:** Divisional Director of Nursing, *NOTSSCaN Divisional Management*



Overview

I started my nursing career in Germany over 20 years ago in a cardiothoracic surgical ward before gaining more experience and knowledge in England and Australia working in different settings fulfilling different roles across the hospitals.

I am very lucky to work within two immediate teams, the Divisional team within NOTSSCaN (Neuro, Orthopaedics, Trauma, Specialist Surgery, Children's and Neonates) consisting of clinical and non-clinical colleagues as well as in the Senior Nursing and Midwifery team of the Trust. The Division I work in is the largest Division of the Trust which makes this job exciting and full of opportunities

How I came to be in my job

When I was a teenager I wanted to be many things but could not decide so I did a lot of work experience placements. These were far reaching and all were successful but did not fill me with pride or give me the sign that this was the job for me. This was until I did work experience in a hospital shadowing a nurse for a few weeks, and that experience changed my life. During this time I met a brother and sister from a war torn country, both of who were on their own in a hospital in a new country far away from anything they knew. Neither was able to speak or understand German and I did not understand their language; despite that we managed to communicate well. Looking after them and seeing them thrive, laugh, engage with me so that we were able to do simple things together gave me the greatest joy.

I also remember an elderly lady who was admitted and for varying reasons we could not help her physically, but I could see what a positive influence kindness, time and compassion can have on a person. These three patients were the catalyst for me deciding to become a nurse and I have never looked back since.

How I feel about my job

I feel I have a great responsibility on my shoulders at work and with that I take great pride in doing my job to the best of my abilities. Seeing the effect it can have on others gives me a great sense of pride and belonging and is probably the reason why I love my job.

What you like about your job

My job is a unique opportunity to influence the way we develop and look after our staff and improve the way we care for patients and other service users. That makes my job full of opportunities and excitement which is why I enjoy my job so much. It really never gets boring.

Where I'd like to go

I am not sure I want to go anywhere in the near future as I want to learn this role more and be happy that I can do it to the standard I aspire to. I will be engaging with further leadership, communication and management courses like the Florence Nightingale scholarship and aspiring future Chief Nurse programmes. However, I do believe that lots can be learned by being in the here and now and taking the learning from every day by allowing yourself time to reflect.



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