



Associate Facilitator

Ward Manager Leadership Development Programme

Expressions of Interest

The Foundation of Nursing Studies is a charitable organisation established to advance education among the members of the nursing profession and to embed research into practice. FoNS believes all individuals should experience health and social care as person-centred, safe and effective. This includes those who are receiving care and those who are giving care.

FoNS works towards this vision by working with nurses and nurse-led teams to co-create and deliver a variety of learning opportunities that help to develop their knowledge, skills and confidence in leading and facilitating change that improves care experiences and outcomes.

We were delighted in 2024 to have been commissioned to deliver a Ward Manager Leadership Development Programme as part of NHS England's Mental Health, Learning Disability and Autism (MHLDA) Inpatient Quality Transformation Programme. The programme is being co-produced and co-facilitated with individuals and organisations who have lived experience of inpatient care. Further information about this programme is available here: <https://www.fons.org/programmes-development-opportunities/ward-managers-programme/>

About the role

You will be responsible for facilitating programmes for ward managers alongside other FoNS facilitators and in collaboration with a variety of delivery partners. Each programme involves ward managers, engaging in 7 workshops spread over approximately 6 months. A blended approach to learning is used involving 3 full-day face-to-face workshops and 4 full-day online workshops. The face-to-face workshops are being delivered at a variety of venues across England and so travel will be involved.

This is a flexible opportunity, with hours and time commitment to suit you. Facilitators may be reimbursed on a self-employed consultant basis or via secondment/back fill for the individual's substantive post (subject to approval of employing organisation). The role potentially includes the opportunity to develop and enhance your facilitation skills.

You will become an Associate of FoNS and we welcome you placing this on your email signatures, social media profile(s) and CV.

Due to the need to travel England-wide, we particularly welcome (but not exclusively) expressions of interest from across England.

Person Specification

This specification is a guide only. We therefore encourage applications from candidates who may have the personality and ambition for this role and who are enthusiastic and willing to learn, but do not have all the specifications as outlined below.

Education and qualifications:

- A Registered Nurse with current NMC registration
- Have already participated in a FoNS programme which explores the development of person-centred cultures e.g. Residential Programme, Inspire Improvement Fellowship or Creating Caring Cultures Programme

Knowledge and experience:

- Understanding of the theoretical underpinnings of person-centredness and participatory approaches to facilitating the development of individuals, teams, practice and workplace cultures
- Experience of facilitating, mentoring and/or supervising others in practice
- Experience in mental health, learning disability and/or autism in-patient settings

Skills and abilities:

- Excellent facilitation (such as programme preparedness, delivery, responding to a changing dynamic, evaluation)
- Critical thinking (such as creativity, problem solving, curiosity)
- Ability to inspire innovation and good practice
- Excellent communication (such as active listening, authenticity, adaptive style)
- Presentation (such as virtual and in-person, clarity and conciseness, time management)
- Commitment to collaborative and partnership working (such as developing shared purpose, values, creating a safe space)
- Digital literacy: proficiency in virtual platforms such as MS Teams, Zoom (including use of break out rooms), MS Office, Office 365, Mentimeter

Personal Attributes/Circumstances:

- Enthusiasm and self-motivation and ability to work independently
- Kindness and compassion
- Ability to work flexibly, either self-employed or via a secondment type agreement
- Indemnity insurance (as applicable)

How to apply

Please email your expression of interest to culturesofcare@fons.org with the following:

- An up-to-date CV, tailored to this role
- A covering letter including:
 - A synopsis of your professional background (maximum 200 words)
 - A brief description of your facilitation experience and what facilitation mean to you (maximum 200 words)
 - What interests you about FoNS, this opportunity and what you feel you have to offer (maximum 200 words)

If you would like to discuss this opportunity further, please email culturesofcare@fons.org

Please send your expressions of interest to: culturesofcare@fons.org by 5pm 10 February 2025.

We will be in contact with everyone who submits an expression of interest following the deadline to discuss next steps on a one-to-one basis.

Data Protection and Privacy

Your privacy is important to us. FoNS works in line with UK law on data protection and you can read more about FoNS' data privacy policy via <https://www.fons.org/privacy-policy>. By submitting your expression of interest, you are consenting to FoNS holding the data it contains for the purposes of processing this application. FoNS will not share this information with third parties. However, FoNS staff will review applications as part of the selection process and may use external consultants who share our values as part of the application process. A profile of Associate Facilitators will be posted on the FoNS website.