

## Director of Clinical Services

### Job Summary

Make a real difference – every day.

St Teresa's Hospice, Darlington, is seeking a Director of Clinical Services to lead our dedicated clinical team, ensuring the highest standards of care for people nearing the end of their life.

This is an exciting opportunity to shape and lead clinical service delivery in a well-respected, independent hospice rooted in compassion, dignity and excellence.

As Director of Clinical Services, you will play a key role in implementing our strategic vision, strengthening clinical governance and fostering a culture of continuous improvement across all areas of clinical services.

You will be joining a passionate, skilled team that is deeply committed to patient-centred care. We are proud to serve our community and are ambitious about extending our reach and enhancing the services we offer.

This is a pivotal new role designed to provide transformational leadership and ensure our strategic vision is brought to life through safe, effective and person-centred care.

You will be empowered to lead with vision, drive innovation and nurture a culture of compassion, learning and accountability.

If you are passionate about palliative care and want to lead an effective team that makes a real difference to patients and their families, then this could be the perfect opportunity for you.

**Location:** St Teresa's Hospice, The Woodlands, Woodland Road, Darlington, DL3 7UA

**Hours:** We are ideally seeking a full-time candidate (Monday to Friday, 9am to 5pm). However, we are open to considering part-time or job-share applications, provided the arrangement can meet the needs of the service. You may need to work unsociable hours on occasion, according to service needs.

**St Teresa's Hospice Band 8a:** £52,425 to £56,794 per annum (pro rata for part-time hours).

NHS pension available for existing or recent scheme members.

### Important application info:

Successful applicants are required to provide an enhanced disclosure with a check of the adult barred list. Disclosure expense will be met by St Teresa's Hospice. All posts are subject to a six-month probationary period.

The closing date for this job is: Friday 11 July 2025.

Please be aware that we do not have a sponsor license and are therefore only able to appoint candidates who are eligible to work in the UK.

### Main duties of the job:

We are a forward thinking, inclusive registered charity with inpatient, outpatient and hospice at home services, providing care and support to palliative patients and their families in their own homes and at St Teresa's Hospice.

You will be the CQC registered manager for the hospice, responsible for the leadership, management and ongoing development of the clinical services team, whilst representing the hospice and championing high quality care at the end of life and collaborative working across the wider system.

As a member of the Senior Management Team (SMT), you will play a vital role in achieving the hospice's strategic goals.

## Essential qualifications, skills and experience include:

- First-level degree in a relevant field, or equivalent experience
- Registered healthcare professional or eligible for registration
- Experience of running a ward, department, or service at Agenda for Change Band 7 or above (or equivalent)
- Excellent organisational, interpersonal and communication skills
- Strong leadership and motivational skills
- Understanding of clinical governance and quality improvement models

For further details, please see the job description and person specification. An induction and ongoing training will be provided.

## About Us:

Join an organisation where we all work together for a shared charitable goal, based in beautiful grounds, with a community feel and an inclusive culture.

### Benefits of working for St T's include:

- Training and development opportunities
- Flexible working schemes
- Generous company annual leave, sick pay, and maternity/paternity/adoption pay entitlements
- Continuation of existing NHS pension scheme at Band 5+, and other pension schemes available
- Opportunities to attend and participate in fun and exciting fundraising and awareness events
- Workforce events, including long service awards
- Employee assistance programme including free counselling/CBT
- Discounted complementary therapies including acupuncture & massage
- Onsite bistro
- Free eye tests for computer users
- Hospice-based staff are eligible for free annual flu jabs
- Free will-writing service via Octopus Legacy
- Free yoga classes, discounted local leisure centre membership and eligibility for Blue Light discount card

### Please contact HR for further details.

St Teresa's Hospice complies with GDPR during the recruitment and selection process. For information on how we process your data, please see the NHS Jobs privacy notice and St Teresa's Hospice recruitment privacy notice.

St Teresa's Hospice is a Disability Confident Employer. We are committed to employing and retaining disabled people, and we encourage applications from all sectors of the community.

## To apply:

You can [apply online via NHS Jobs](#), or go to [www.jobs.nhs.uk](http://www.jobs.nhs.uk) and search for vacancy reference: B0481-25-0004

**For more information about the role, please contact the HR Office on 01325 254321.**

## Our Values:

Our values are our core beliefs. They explain who we are, what we believe in and what we stand for.

