

Join our team as a

Head of Hospice at Home



**Rotherham
Hospice**
Living Life's Wishes

About Us

Rotherham Hospice is a charity dedicated to the people of Rotherham, offering specialist palliative and end of life care to our community since 1996.

We provide comprehensive, compassionate care through two primary patient services:

- 24-hour, 14-bed Inpatient Service
- 24-hour Hospice at Home Service

Additionally, we offer wider support to patients and their families through:

- Complementary therapies & hairdressing
- Counselling and Bereavement Support for adults, children and teenagers
- Day services with individual and group sessions
- Family memory events
- Occupation therapy and physiotherapy
- Social work
- Spiritual care
- Tailored experiences for patients and loved ones



Our Purpose

Easing the physical and emotional pain of death and dying for everyone in our community.

Our Vision

Everyone in our community can easily and confidently access palliative and end of life care tailored to their individual needs and wishes, wherever and however they choose.

Our Goal

To grow a stronger, more financially resilient, responsive and exceptional hospice, providing and promoting holistic, personalised and innovative palliative and end of life care for all.

Our Proposition

To ensure a dignified death for all – one that is reflective of one's own life.

Our Essence

Adding more life to every day.

About the Role

The Head of Hospice at Home Care provides senior clinical and operational leadership for Rotherham Hospice's 24/7 Hospice at Home service, ensuring safe, responsive and compassionate care for people in their own homes and usual place of residence. The service delivers thousands of visits each year, supporting patients and families to be cared for and to die at home where this is their wish.

Working closely with the Director of Care, the Head of Care Navigation, Head of Inpatient Unit and other partners, the post-holder will lead the Hospice at Home team to deliver high quality care, excellent symptom management and holistic support. They will support the team to work confidently and autonomously in the community, while ensuring strong links with the IPU, primary care, community nursing and hospital services.

The Head of Hospice at Home Care will oversee day-to-day operations, including oversight of workforce planning and rota principles for a 24/7 service, caseload management and service development. They will use data and feedback to drive continuous improvement and will help shape and deliver new models of community-based palliative care, including crisis response, rapid support and early intervention, so that more people in Rotherham can benefit from hospice-style care at home.

Job Title	Head of Hospice at Home
Responsible to	Director of Care
Line Management	<ul style="list-style-type: none">• Nurse Manager• Health Care Assistant Manager• Clinical Practice Lead• Other agreed senior Hospice at Home roles as required
Hours of Work	37.5 hours per week (with flexibility to work across shifts to meet the needs of a 24/7 service)
Salary	£52,636.50 - £64,333.50
Contract type	Permanent
Location	Rotherham Hospice and community locations across Rotherham

Benefits

- **Holidays.**

A work-life balance is important for everyone, which is why we offer all employees 30 days annual leave per year (plus bank holidays), plus an additional day's leave in every 5th year.

- **A supportive & comfortable working environment.**

- Our Hospice is a calm and compassionate place to work, full of inspiring people who support one another.

- **Hassle-free parking at no cost.**

- No one is more than a couple of minutes' walk from the Hospice.

- **Great meals & drinks.**

- Because our culinary team prepares food for patients 24/7, they cook for us too. Buy a lovely lunch with 25% off without even leaving the building. You can also utilise this discount on your days off as it is available across all our Café and retail sites, just bring along your Staff ID.

- **Reassurance.**

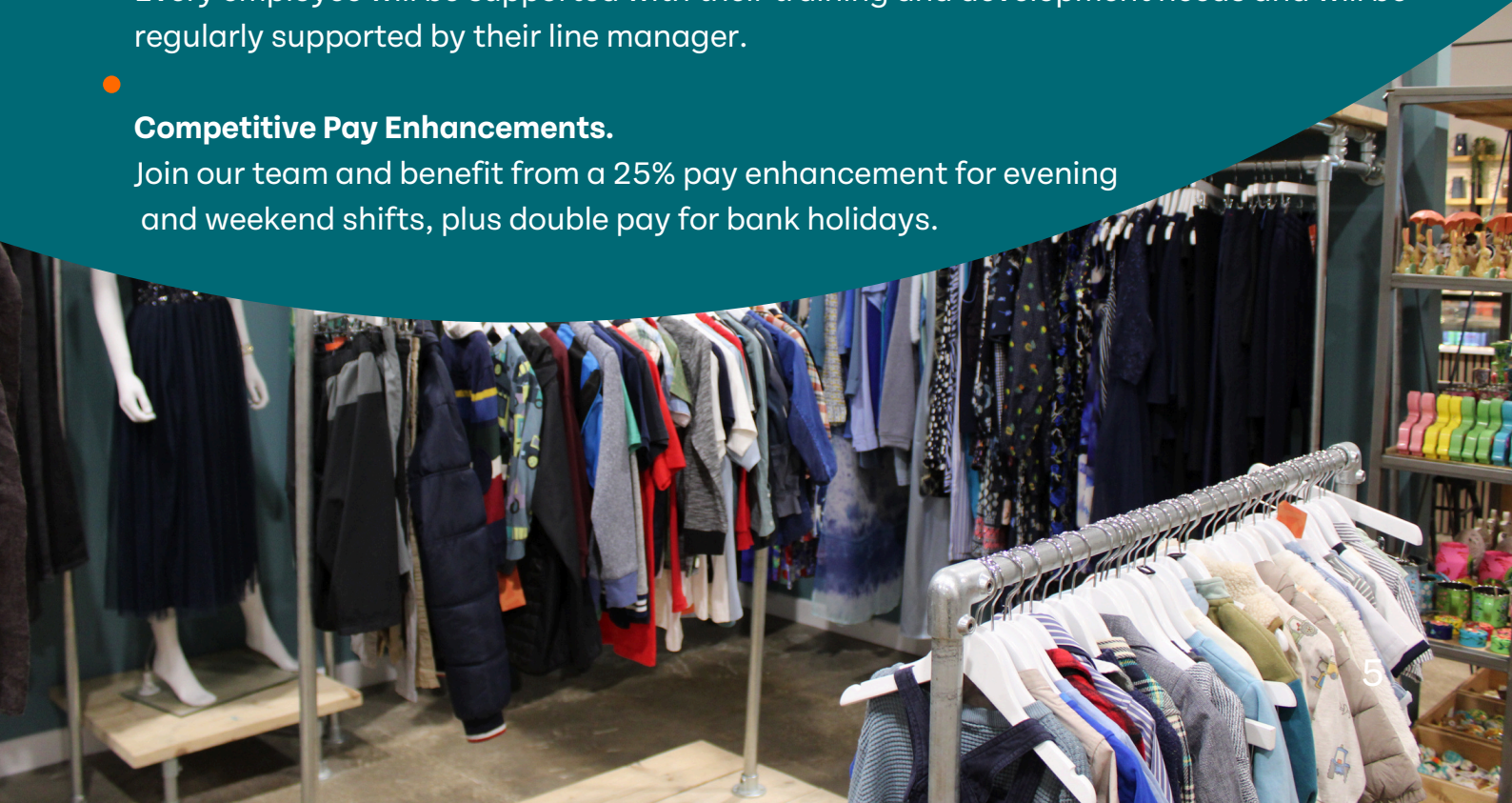
Whilst the here and now is important, we all think about the future. We offer employees a 6% pension after probation and a Life Assurance scheme which will pay 4x your annual salary should you die whilst working in our service.

- **Training & development.**

Every employee will be supported with their training and development needs and will be regularly supported by their line manager.

- **Competitive Pay Enhancements.**

Join our team and benefit from a 25% pay enhancement for evening and weekend shifts, plus double pay for bank holidays.



Key Responsibilities

Clinical and operational leadership of Hospice at Home

- Provide leadership and oversight for the Hospice at Home team, ensuring safe, person centred and holistic care in patients' homes.
- Support the team to work confidently in community settings, often as lone workers, with clear escalation and support arrangements.
- Ensure effective multidisciplinary working across nursing, Health Care Support Workers, medical staff, therapists and other professionals.

Quality, safety and clinical governance

- Work with the Director of Care and the Clinical Governance & Audit Facilitator to ensure robust clinical governance for Hospice at Home, including risk management, incident reporting, audit and learning.
- Ensure that staff follow policies and procedures for safe community practice, including lone working, safeguarding, infection prevention and control and medicines management.
- Lead and participate in service audits, evaluations and improvement projects focused on community-based palliative care.

Referrals, caseload and care coordination

- Work closely with Care Navigation to ensure timely and equitable access to Hospice at Home, including triage, prioritisation and review of caseload.
- Oversee caseload management and allocation of visits at a strategic level, ensuring that patients with the greatest need receive appropriate support.
- Promote effective communication and coordinated care between Hospice at Home, IPU, primary care, community nursing, hospital teams and other partners

Key Responsibilities

Workforce, rota oversight and staff development

- Line manage the Hospice at Home Nurse Manager, Health Care Support Worker Manager, Community Clinical Practice Lead and, providing supervision support and challenge.
- Hold overall responsibility for ensuring safe staffing levels and skill mix across the Hospice at Home service, including agreeing rota principles, shift patterns and escalation processes.
- Oversee the maintenance and administration of rotas, visit schedules and staffing records, escalating issues to the Head of Hospice at Home Care where required.
- Support staff development and education, ensuring access to appropriate training, supervision and reflective practice.

Community relationships and system working

- Build strong relationships with GPs, community nursing, hospital teams, ambulance services and social care to support shared patients.
- Represent Hospice at Home in internal and external meetings as required, contributing community expertise to wider hospice and system discussions.
- Work with partners to develop and implement innovative models of community based palliative care and support.

Performance, evaluation and development

- Agree and monitor key performance indicators for Hospice at Home, including activity, responsiveness, outcomes and experience.
- Use data and feedback to identify trends, gaps and opportunities, and implement improvements.
- Contribute to business cases, service proposals and reports relating to Hospice at Home and community services.

Personal Specification

No candidate will meet every essential and desired criteria. If your experience looks a little different from what we've identified and you think you can bring value to the role, we'd love to learn more about you.

Criteria	Essential	Desired
Experience and Qualifications		
Current registration with a relevant professional body (for example NMC, HCPC) with no restrictions on practice.	Y	
Substantial post-registration experience in community nursing, paramedic practice, or a closely related field.	Y	
Experience of leading or managing a community or outreach clinical service.	Y	
Experience of working in patients' homes and managing risk and complexity in community settings.	Y	
Experience of working within clinical governance frameworks and contributing to audit and quality improvement.	Y	
Evidence of continuing professional development relevant to the role.	Y	
Experience of leading change projects or new models of community-based care.		Y
Leadership or management qualification, or equivalent experience.		Y
Skills and Abilities		
Strong leadership and people management skills, with the ability to build cohesive, motivated teams.	Y	
Excellent clinical assessment and decision-making skills, particularly in community and lone-working contexts.	Y	
Ability to oversee rota and staffing arrangements safely, Strong communication and interpersonal skills, with the ability to support staff, engage patients and families and manage difficult conversations.	Y	

Personal Specification (continued)

Criteria	Essential	Desired
Skills and Abilities Continued		
Good organisational and time-management skills, able to manage multiple demands across a 24/7 service.	Y	
Competent IT skills, including use of electronic records, scheduling/rostering systems and Microsoft Office.	Y	
Skills in coaching, mentoring or facilitation to support staff working in emotionally challenging environments.		Y
Experience of delivering training or education in palliative and end-of-life care.		Y
Personal Qualities		
Compassionate, calm and reassuring, able to support others in emotionally charged situations.	Y	
Committed to the mission and values of Rotherham Hospice and to person centred, holistic care.	Y	
Inclusive and respectful, with a clear commitment to equity, diversity and inclusion.	Y	
Resilient and reliable, able to work under pressure while maintaining professional standards.	Y	
Open, honest and accountable, with high levels of integrity	Y	
Flexible and adaptable, willing to work across different community settings.	Y	
A full Uk Driving licence	Y	
Fluency in community languages such as Urdu, Punjabi, Polish, Slovak, Romanian, and Arabic is highly desirable. It enables compassionate, effective communication with patients and families from diverse backgrounds, helping to build trust and deliver culturally sensitive care. This directly supports our Living Life's Wishes Strategy and our commitment to inclusive, high-quality care at Rotherham Hospice		Y

How to Apply

Please apply by submitting a CV and supporting statement, highlighting your suitability for the position and why you are interested, by email to: HR@rotherhamhospice.org.uk

All applications will be treated in the strictest confidence.

At Rotherham Hospice, we are committed to equality, diversity and inclusion in our workforce. Our aim is for our workforce to be truly representative of our community and for each employee to feel respected and able to give their best. We warmly welcome applications from all sectors of the community. Our recruitment policies, procedures and practices enable all applicants to be considered on merit and ability to do the job. We will make reasonable adjustments, in line with the Equality Act, for disabled applicants if these are needed

Closing date: Friday 17th April 2026

