

Join our team as a

Head of Supportive Care



**Rotherham
Hospice**
Living Life's Wishes

Registered Charity No. 700356

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 Supportive Care provides senior leadership for the hospice's multi-professional support and wellbeing services, including rehabilitation and enablement, psychological and family support, complementary therapies and therapeutic activities. The role ensures that people using hospice services, and those important to them, receive holistic, person-centred support that enables them to live as fully and independently as possible.

Working closely with the Director of Care, Heads of IPU, Hospice at Home and Care Navigation, the post-holder will lead the integration of therapy and wellbeing offers across all hospice settings, including on the Inpatient Unit, in the community and through group and virtual programmes. They will support managers and specialist staff to deliver safe, effective and evidence-based interventions, and to develop new offers in response to patient and community need.

The Head of Supportive Care will oversee day to day operations, workforce planning at a strategic level and service development across their portfolio. They will champion equity, inclusion and access, including for under-served communities, and will ensure that patient, family and carer voice informs how services are designed and delivered. The post holder will be an experienced HCPC registered therapy professional, with substantial rehabilitation and enablement expertise and a strong commitment to holistic, person-centred care.

Job Title	Head of Supportive Care
Responsible to	Director of Care
Line Management	<ul style="list-style-type: none">• Rehab & Enablement Manager• Psychological & Family Support Manager• Wellbeing & Activities Manager• EDI lead
Hours of Work	37.5 hours per week
Salary	£52,637 - £64,334
Location	The Rotherham Hospice and community / outreach locations (with some flexible and remote working as agreed)

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

Leadership of Therapy, Rehabilitation & Wellbeing services

- Provide strategic and operational leadership for therapy, psychological and wellbeing services across the hospice.
- Ensure services are person centred, evidence based and aligned with the Living Life's Wishes strategy.
- Promote integration of therapy and wellbeing into all hospice pathways, including IPU, Hospice at Home and Care Navigation.

Quality, safety and clinical governance

- Work with the Director of Care and the Governance team to ensure robust clinical governance across Therapy, Rehabilitation & Wellbeing, including appropriate professional supervision, audit and risk management.
- Ensure compliance with professional standards and codes of practice for therapy and psychological therapy professions (for example HCPC, UKCP and other relevant regulatory or registration bodies as applicable).
- Lead or support audits and service evaluations that focus on functional outcomes, psychological wellbeing, carer support and quality of life.

Service development and innovation

- Develop and implement new models of therapy, rehabilitation and wellbeing support, including group programmes, digital / virtual offers and community-based interventions.
- Work with EDI lead, community partners and service users to improve access and relevance for under-served groups.
- Ensure that the voice of patients, families and carers informs service design, improvement and evaluation.

Workforce, rota oversight and professional development

- Line manages the supportive care team providing clear objectives, supervision and support.
- Hold overall responsibility for ensuring that therapy and wellbeing services are safely and appropriately staffed, working with the relevant Administrator to agree rota principles, clinic schedules and group programme timetables.
- Promote professional development, supervision and reflective practice for all professions within the Therapy, Rehabilitation & Wellbeing portfolio.

Key Responsibilities

Partnerships and system working

- Build effective relationships with external partners, including community and mental health services, social care, voluntary organisations, schools and colleges where relevant to children and young people's services.
- Represent Therapy, Rehabilitation & Wellbeing at internal and external meetings, contributing expertise to wider hospice and system developments.
- Explore opportunities for collaborative programmes, joint posts or co-located services with partners.

Performance, outcomes and reporting

- Agree and monitor key performance indicators for Therapy, Rehabilitation & Wellbeing, such as activity, waiting times, outcomes and experience.
- Use data and qualitative feedback to identify gaps, inequalities and opportunities for improvement.
- Contribute to reports, business cases and funding bids related to therapy, psychological and wellbeing support.

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		
Registration with the HCPC as a therapist / allied health professional in a relevant field, for example physiotherapy, occupational therapy, speech and language therapy, art / drama / music therapy or other HCPC registered therapy profession, with no restrictions on practice.	Y	
Substantial post qualification experience in a relevant therapy field such as physiotherapy, occupational therapy, speech and language therapy, arts therapies or advanced rehabilitation / enablement practice, including leading delivery of functional and / or therapeutic interventions.	Y	
Experience of leading or managing a multidisciplinary clinical or therapeutic service.	Y	
Experience of working with people with life limiting illness, long term conditions or significant psychological / functional needs.	Y	
Experience of working within clinical governance frameworks, including audit, supervision and risk management.	Y	
Evidence of continuing professional development relevant to the role.	Y	
Experience of working in palliative and end of life care, hospice care or specialist community services.		Y
Leadership or management qualification, or equivalent experience.		Y
Experience of service development, particularly in group or community based programmes or digital / virtual support		Y

Personal Specification (continued)

Criteria	Essential	Desired
Skills and Abilities		
Strong leadership and people management skills, with the ability to inspire and support multidisciplinary teams.	Y	
Ability to oversee staffing patterns and clinic / programme schedules safely, while enabling administrative staff to handle detailed rota and timetable tasks.	Y	
Excellent communication and interpersonal skills, with the ability to work effectively with patients, families, staff and external partners	Y	
Strong organisational and time management skills, with the ability to manage multiple services and priorities.	Y	
Ability to use data and feedback to inform service planning and improvement.	Y	
Competent IT skills, including use of electronic records and Microsoft Office.	Y	
Skills in coaching, mentoring or facilitation to support staff across different professions.		Y
Experience of co production and engagement methods with service users and communities.		Y
Personal Qualities		
Compassionate, person centred and committed to holistic care	Y	
Inclusive and respectful, with a strong commitment to equity, diversity and inclusion.	Y	
Creative and forward thinking, open to innovation and new ways of working.	Y	

Personal Specification (continued)

Criteria	Essential	Desired
Personal Qualities Continued		
Resilient and reliable, able to work under pressure while maintaining professional standards.	Y	
Open, honest and accountable, with high levels of integrity.	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
A full UK driving licence and access to a vehicle for work purposes.		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: Sunday 31st May 2026

