

Core Leadership Team: Role Description

Last reviewed: June 2020

Next review: December 2020

1. What is Nurses United?

Nurses United is a new national campaign group, with the purpose of building a vibrant, participatory, and powerful grassroots network of nursing professionals across the UK dedicated to improving conditions for nurses and campaigning for radical action to save the NHS.

2. What is the Core Leadership Team?

The Core Leadership Team (CLT) is the committee of activist nurses at the heart of our organisation. While we are committed to nursing being a graduate profession for us to protect the clinical standards of a Registered Nurse, anyone who considers themselves a member of the nursing field can be on the CLT.

We have a maximum of eight members on the CLT at any one time, and for the time being we invite people to join. In the future we will explore democratic mechanisms for deciding who is in the CLT. All current terms of office on the CLT are set for review in October 2020.

From these eight or less members, we choose a convenor who chairs our meetings, signs legal documents and acts as our principal nursing figurehead and spokesperson.

3. Why leaders? Why you?

We need leaders who understand first hand what the problems are in our profession and how the state of the NHS negatively impacts on our ability to care for our patients.

We see our work as the logical extension of the leadership nurses show day in, day out in their workplaces. Doing our best for patients isn't solely a clinical question but at a time of crisis for the NHS it is also a political question. That means we need nurses to step up and put their experiences to use making a lasting impact.

We do not believe in lone wolves, nurse advocates who act on their own to speak up and try to secure platforms for themselves alone so that they can sound the alarm. Though they are often well-intentioned, alone, our voices will never be heard sufficiently, but if we work together and organise we can force our political leaders and other representatives to listen. Only with people like you leading this fight can we win change.

4. What will you be doing?

The Nurses United Core Leadership Team sets our group's strategy and directs its staff. They act as spokespeople and champions for nursing activism. You could be involved in anything from lobbying politicians to speaking to the media and helping recruit new leaders and supporters. You'll take our message to the wider public and allies and help deliver actions to help raise the profile of our mission.

Specifically:

- Monthly online team call of three hours, including:
 - Deciding on strategic issues for Nurses United's work, such as setting priorities and goals
 - Receiving reports from staff and steering their work
 - Making any legal or financial decisions required for Nurses United to function and fulfill its mission
 - Ensuring compliance of Nurses United staff and activity with organisational mission, objectives and values
- In between times, decisions requiring team sign off may be circulated via email or another online messaging platform
- Participating in the recruitment of staff, including shortlisting and interviewing candidates

In terms of time commitment, we want the CLT to give whatever you are able to put in, but we expect that the minimum commitment it is reasonable to expect would be eight hours a month, though we may learn it is more or less than this amount as Nurses United continues to grow.

Day to day, Nurses United's work will be coordinated by its staff member, the Lead Organiser.

Nurses United will also receive support from its organisational host, NEON (New Economy Organisers Network), as set out in the jointly agreed Incubation Agreement.

5. What will we give you?

Our vision for being a leader in Nurses United is that it will be fun, impactful and give you a sense of belonging and collective effort towards a critically important mission - the future of the NHS and of the nursing profession itself in the UK's four countries and the rest of the world.

You'll strive as part of a team to build the collective capacity of yourselves and the nurses who are drawn towards Nurses United's work - growing your skills, pursuing particular interests and meeting new people.

You'll be supported at every step of the way by the Nurses United staff member, including with regular one-to-one conversations so you can be confident you are getting the support you need.

Reasonable expenses incurred while attending meetings or carrying out other CLT activities will be reimbursed through our expenses process.

6. Leaving the Core Leadership Team

As mentioned in section 2, all current terms of office on the CLT are set for review in October 2020. In the meantime or between further reviews, members of the CLT can be mandated to step down by a request from 50% +1 of their CLT peers.

Additionally, an individual member of CLT can step down by asking the Convenor and Lead Organiser of Nurses United in writing.