



Sands  
Application Information

**National Bereavement Care Pathway  
Manager – Northern Ireland**

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April 2024

# About Sands

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Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

We provide bereavement support services both nationally through our Freephone helpline, mobile app, online community and resources, as well as locally through a network of more than 100 regional support groups based across the UK and run by trained befrienders.

Sands works in partnership with professionals, trusts and health boards and offers a range of training programmes and bereavement care resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.

We promote improvements in policy and practice, and support research to better understand the causes of deaths and save babies' lives.

Sands raises awareness of baby loss and works with government, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Since 1978, Sands has grown into a UK-wide charity with a powerful vision shared by dedicated supporters, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by more than double since 2019 to £7m and, as part of our strategic plan, is focusing on how we can make the biggest difference to the lives of bereaved families and save babies' lives. To find out more, visit [www.sands.org.uk](http://www.sands.org.uk)

Our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

# Sands Staff Benefits

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## Annual Leave

Staff receive 28 days annual leave per annum pro rata, plus bank holidays. Staff will be required to take 3 days annual leave during the period between Christmas & New Year.

## Employee Assistance Services

As part of its commitment to employee wellbeing, Sands offers all Staff access to the Bupa employee Assistance service which offers free and confidential counselling and wellbeing support. Support is available on a range of issues including legal, financial, emotional, health, and work-related concerns.

## Sands Cycle to Work Scheme

Sands has teamed up with Cycle Solutions to provide a Cycle to Work Scheme, which you can join to make considerable savings on the cost of a new bike and equipment.

## Sands Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aviva Personal Pension scheme as soon as your employment commences. You can decide whether to remain in the scheme and/or make additional voluntary contributions if you wish.

## Life Insurance

All Staff are covered by a Life Insurance Policy which pays 3 x annual salary to nominated beneficiaries. Staff also have access to additional services from Legal and General including legal and financial support, a medical helpline, and a health and wellbeing platform. Additionally, Staff have access to a wide range of shopping offers and discounts, plus advice on finding and funding later life care for their loved ones or themselves.

## Flexible Working

All Staff can apply for flexible working with effect from their first date of employment.

## Maternity Pay

Staff on maternity leave are paid their full salary for the first 26 weeks of their period of leave.

## Leave for the Death of a Baby or Pregnancy Loss

Any member of Staff affected by the death of baby or pregnancy loss will be granted leave paid at their normal salary, regardless of the type of loss.

## Sands is a vibrant, growing charity!

With a clear strategy, Sands is repositioning as a learning, developing organisation which aims to achieve excellence through people and offers a collegiate, collaborative working environment – making it an especially exciting time to join the charity.

**Sands is an inclusive and diversity-friendly employer. We are committed to promoting equality, valuing diversity and working inclusively. We welcome and encourage applications from people of all backgrounds and do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age or any other category protected by law.**

# About the role

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Sands is looking for an experienced project manager to manage the development, delivery and review of the National Bereavement Care Pathway (NBCP) partnership project and embed it across NHS Trusts in Northern Ireland to drive up standards of care. This pathway addresses the inequity of bereavement care offered to, and experienced by parents when a baby dies – see [www.nbcpathway.org.uk](http://www.nbcpathway.org.uk) or [www.nbcpscotland.org.uk](http://www.nbcpscotland.org.uk) for more details. The project is being sponsored by the Public Health Agency in Northern Ireland.

This is a high-profile and rewarding role which will involve developing and delivering a NBCP in Northern Ireland which is parent-centred and drives up standards of care. You will use your project management skills to help to initiate, develop and deliver the project, taking an early view whether to adopt a phased or an all-in approach amongst NHS Trusts in Northern Ireland. The post-holder will engage with health care professionals, national bodies, sector partners, senior decision makers and bereaved parents at both an operational and strategic level to ensure successful delivery of a sustainable pathway.

With demonstrable experience of leading project groups comprising a diverse range of stakeholders, you will have excellent people management skills and be able to reach-out, engage with and enthuse key stakeholders across Northern Ireland.

You will be able to establish and maintain high level, productive relationships with senior external stakeholders and organisations working in a collaborative and inclusive way.

An excellent understanding of how the NHS is structured is essential.

You will have highly developed interpersonal and communication skills, with the ability to communicate complex messages in a compelling way to a variety of audiences.

**Please note this is a fixed-term role until 31<sup>st</sup> May 2026.**

## To apply:

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Please submit your CV, together with a supporting statement that demonstrates how you meet the criteria in the person specification to [recruitment@sands.org.uk](mailto:recruitment@sands.org.uk). Please also complete the Diversity and Equality Monitoring Form and send this with your application.

CVs and supporting statements should be sent as attachments to an email in either Word or PDF format. The title of the attachments should be your first name, surname and either CV or supporting statement e.g. "Robert Harvey CV".

**Closing date for applications: 9am on Tuesday 28<sup>th</sup> May 2024**

**Interviews will be held in person in Belfast on Wednesday 12<sup>th</sup> June 2024**

For further information, contact Marc Harder, Head of Bereavement Care & Hospital Liaison  
[marc.harder@sands.org.uk](mailto:marc.harder@sands.org.uk)

As we have limited staff resources, we are unable to provide candidates with feedback about their applications.

# Job Description

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<b>Job Title:</b>	<b>National Bereavement Care Pathway Manager – Northern Ireland</b>
<b>Responsible to:</b>	Head of Bereavement Care & Hospital Liaison
<b>Location:</b>	Home-based – must be based in Northern Ireland
<b>Contract:</b>	Fixed-term contract until 31 <sup>st</sup> May 2026
<b>Salary:</b>	£43,244 per annum plus £312 per annum Home Worker Allowance
<b>Hours:</b>	35 hours per week

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## **Main purpose of the job:**

Manage the development, delivery and review of the National Bereavement Care Pathway (NBCP) partnership project and embed across Northern Ireland to drive up standards of care.

## **Principal Tasks and Responsibilities**

### *Project development, management and delivery*

- Securing agreement from all core stakeholders of project objectives, outputs, plans, risks, milestones and other project management essentials
- Manage delivery across Northern Ireland of a bereavement care pathway that is parent-centered, coordinated, flexible and drives up standards of bereavement care
- Engage with bereaved parents, senior decision makers, voluntary sector partners, commissioners, service directors and clinicians at both an operational and strategic level to ensure successful delivery of a sustainable pathway
- Build on existing materials, policies and resources within Northern Ireland to produce guidance materials and tools to support delivery of the NBCP
- Ensure that NBCP materials and guidance reflect the diverse experiences of bereaved parents and families
- Manage a phased approach to the NBCP programme, identifying and addressing emerging themes and supporting delivery across Healthcare Trusts
- Create and implement systems to enable Healthcare Trusts to self-assess progress against bereavement care standards
- Coordinate delivery of the evaluation, review and reporting mechanisms for the NBCP, working with external evaluator to ensure independent evaluation is undertaken, published and disseminated
- Work with commissioners to ensure core elements from the NBCP programme are embedded in national policies, frameworks and standards

### *Engagement*

- Regular engagement with professionals, parents, decision makers (such as Government and the Public Health Agency) and partners
- Work with diverse, multi-disciplinary teams across health and social care organisations to plan, test, and implement new ways of working
- Co-ordinate the NBCP Core Group to ensure co-production of project resources and joint ownership of the project
- Create a NBCP Northern Ireland communications and engagement plan, including social media activity, blogs and newsletters
- Design and deliver workshops, webinars and events to support uptake of the pathway and share best practice
- Work with the chair of the NBCP Northern Ireland Parent Advisory Group to ensure bereaved parents are fully engaged in all aspects of the pathway development

### Reporting and financial management

- Agreeing and reporting on key milestones, budget and outputs in accordance with grant arrangements and Sands internal financial guidelines

### *General*

- Ability to work at home with travel across Northern Ireland and occasionally to other parts of the UK
- Occasional evening/weekend working is likely
- Represent Sands and the NBCP to external audiences
- Work with communications teams to support the production of press releases, responses to media enquiries and act as a spokesperson on relevant issues in consultation with the Core Group
- Line manage any new staff appointed to support the programme
- Manage external suppliers as required
- Undertake any other tasks and responsibilities as reasonably required by the Head of Bereavement Care & Hospital Liaison, Director of Research, Education and Policy and/or the Chief Executive, and/or the NBCP Core Group partners and funders

**This job description is not contractual and is liable to change over time.**



# Person Specification

Essential	Proven ability in establishing and maintaining high level, productive relationships with senior external stakeholders and organisations working in a collaborative and inclusive way	Application and interview
Essential	Experience of leading project groups made of different professionals/ skills and experiences	Application and interview
Essential	Experience of project management and use of project management tools to support	Application and interview
Essential	An outstanding, 'hands on', people person with a positive, warm style, who can support and motivate people and teams to engage with projects with positive outcomes	Application and interview
Essential	Excellent time management skills with the ability to prioritise own workload, self-motivate, deal with conflicting demands and meet tight deadlines under pressure	Application and interview
Essential	Demonstrable ability to absorb complex and new information	Application and interview
Essential	Ability to develop high quality resources which remain responsive to the changing needs of external stakeholders, i.e., guidance documents	Application and interview
Essential	Demonstrable knowledge of the NHS structures and organisation	Application and interview
Essential	Excellent verbal and written communication skills, with an ability to communicate complex messages in a compelling way to a variety of audiences, lay and professional	Application and interview
Desirable	Knowledge of and/or experience of delivering bereavement care services	Application and interview
<b>Behavioural Competencies</b>		
Essential	Strategic thinking, with the ability to develop creative solutions	Application and interview
Essential	Excellent interpersonal and communications skills with the ability deliver successful cross-organisational projects	Application and interview
Essential	Ability to build effective working relationships with colleagues, volunteers and external stakeholders	Application and interview
Essential	Diplomacy and the ability to discuss challenging items in a sensitive way	Application and interview
Essential	Excellent understanding and advocacy of issues relating to equality, diversity and inclusion	Application and interview
Essential	An understanding of and empathy with the issues surrounding the death of a baby, for professionals, parents and families	Application and interview