

Job Description

Title: EPRR Lead

Band: 8a

Staff Group: Corporate Services

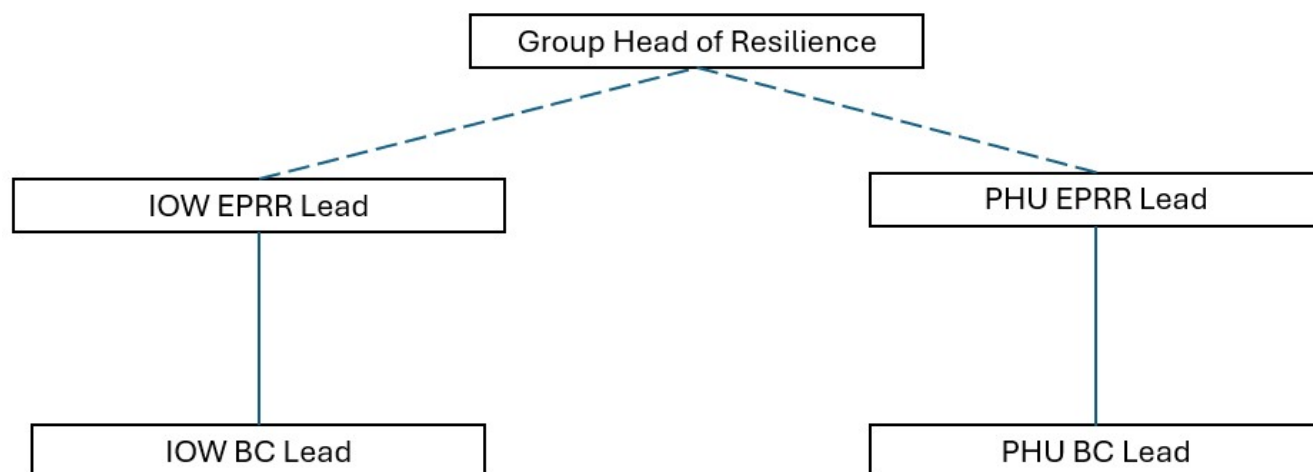
Reports to: Chief Operating Officer, PHU

Job Purpose:

The holder of this Band 8a role will take the lead in shaping and strengthening the Trust's emergency preparedness, resilience and response (EPRR) arrangements. They will provide strategic leadership for resilience for the organisation, ensuring compliance, driving continuous improvement, leading a specialist team, coordinating with the Isle of Wight NHS Trust EPRR team, maintaining robust preparedness plans and offering expert advice during incidents.

Working closely with partners across local and regional networks, you'll represent the organisation at key forums and step in for the Group Lead for Resilience when needed. This role also champions a culture of resilience across the Trust and wider healthcare system.

Organisational Chart



Trust Organisational Expectations

The EPRR Lead for Portsmouth Hospitals University NHS Trust (PHU) provides subject matter leadership across the Acute organisation to ensure statutory compliance with the Civil Contingencies Act (2004) and NHS EPRR Core Standards requirements.

The role will provide leadership to the design and delivery of the Trust EPRR programme, aligned with partners at the Isle of Wight NHS Trust, within the overall Group structure. They will take ownership in ensuring organisational compliance, assurance, programme delivery, and continuous improvement.

The role will oversee the management of the Business Continuity Programme by the Trust BC Lead and Divisional Business Continuity Leads, ensuring plans are current, tested and aligned to ISO22301 standards.

The postholder acts as a senior subject matter expert, provides strategic advice during incidents, supports the on-call framework, and deputises for the Group Lead for Resilience when required.

The postholder operates as the senior EPRR subject matter expert within the organisation, working alongside and to the Group Head of Resilience, and is responsible for interpreting and implementing national EPRR policy and determining how these are locally applied in practice.

Additional Information

 Management Essentials We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers. This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust. Please click here for further information on the Management Essentials programme.	 Leadership Insights Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership. If, this is of interest to you, you will be able to enrol upon commencement with the Trust. Please click here for further information on the Leadership Insights programme.
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Communications and Working Relationships

The role will coordinate with Category 1 and 2 partners and other agencies across the Hampshire & Isle of Wight Local Resilience Forum, and within the health sector including the Integrated Care Board and NHS England; ensuring integrated planning, risk management and effective incident response.

Person Specification

Qualifications

Essential

- Educated to degree level in relevant subject area, or able to demonstrate at least 2 years specialist knowledge acquired through substantial leadership experience in emergency preparedness
- Level 4 Diploma in Health Emergency Preparedness, Resilience and Response (DipHEPRR) or equivalent specialist qualification/experience working towards

Desirable

- Business continuity qualification.
- Training or teaching qualification.

Experience

Essential

- Experience of EPRR, business continuity, incident response and NHS EPRR assurance frameworks developed through substantial exposure in NHS and multi-agency environments or equivalent sectors.
- Demonstrable experience leading EPRR workstreams including planning, training, exercising and business continuity.

Desirable

- Evidence of professional development in the field of EPRR and/or Business Continuity.

Skills and abilities

Essential

- Able to lead complex programme delivery, deputise at senior level and provide specialist judgement in uncertain or pressured situations.
- Able to design, deliver and evaluate large-scale multi-agency training and exercising programmes.
- Able to train, coach, mentor and build capability within the EPRR team.

Knowledge

Essential

- EPRR responsibilities under the Civil Contingencies Act and NHS assurance framework.
- Understanding of multi-agency structures including LRF, LHRP, SCG/TCG, and emergency service partnerships and protocols.
- Knowledge of business continuity methodology and organisational resilience principles.

Communication and interpersonal skills

Essential

- Proven ability to influence, negotiate and secure agreement in highly complex, politically sensitive and multi-agency system environments, often involving contentious issues, conflicting priorities and significant organisational risk.
- Able to communicate highly complex, sensitive and time-critical risks, intelligence and decisions to senior leaders across health, local authority and emergency services.
- High functioning interpersonal skills and communication skills
- Ability to collaborate constructively with internal and external partners during preparedness, training, exercises and response
- Excellent written skills including the ability to prepare complex documents such as training and exercising programmes.
- Ability to deliver high quality, clear presentations to internal and external stakeholders.
- Able to support high-pressure incident environments and maintain calm facilitation

Analytical and problem solving skills

Essential

- Able to assess highly complex, incomplete and sometimes conflicting information to support strategic decision-making, requiring advanced judgement in uncertain and high-pressure environments.
- Able to analyse highly complex learning from incidents, debriefs and audit, and convert findings into system-wide improvement actions.

IT and digital literacy

Essential

- Confident in employing digital capability for information sharing, situational awareness, and command support.
- Confident with MS Office and virtual collaboration platforms.

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are required to act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: