

Diabetes Specialist Nurse (DSN)

Job Description

Role: Sessional DSN — HCL Technology Adoption Programme

Commitment: 0.1 WTE (half a day per week) | Sessional SLA

Programme: HCL Technology Adoption Programme | April 2026 – March 2029

Organisation: Health Innovation West Midlands

HCL Programme

This programme is designed to accelerate and sustain the adoption of HCL technology across type 1 diabetes services, while transforming outpatient models of care to fully realise the clinical, operational, and financial benefits of HCL.

The programme has two overarching aims:

1. Maximise the adoption of Hybrid Closed Loop for eligible patients by fully utilising the current NHS England reimbursement scheme and preparing sites to sustain and increase HCL adoption over the long term.

2. To leverage Hybrid Closed Loop as a catalyst for system transformation. Enabling digital, data-driven, and preventative models of type 1 diabetes care that reduce hospital dependency, prevent long-term complications, and empower greater self-management.

The HCL Technology Adoption Programme is structured around six implementation focus areas:

1. System engagement,
2. Digital and data enablement
3. Financial sustainability
4. Workforce and capability,
5. Population identification and equity,
6. Clinical pathway transformation

Each will be tracked against a maturity matrix across all six West Midlands ICS areas. The DSN's contribution sits primarily within **workforce and capability** (Training Needs Analysis, education curriculum design) and **population identification and equity** (primary care and community nursing capability gaps), with input into clinical pathway transformation through the workforce and education sections of ICS Sustainable Transformation Plans.

Role Purpose

To provide specialist diabetes nursing and HCL education expertise to the programme. The DSN is the clinical education authority — designing the workforce training offer, contributing to the nursing and MDT perspective at ICS workshops, and representing West Midlands DSN practice at the joint Midlands CofP alongside the East Midlands clinical leadership team. All coordination, scheduling and administration is handled by the HIWM Project Team.

Post Details

Post Title	Diabetes Specialist Nurse — HCL Technology Adoption Programme
Employing Organisation	Health Innovation West Midlands — sessional SLA / honorary contract
Commitment	0.1 WTE — approximately half a day per week (averaged across the year)
Accountable To	Clinical Lead (clinically); Portfolio Manager, HIWM (operationally)
Day-to-day contact	HIWM Project Manager
Peer	East Midlands DSN — joint Community of Practice (CofP) colleague
Duration	September 2026 – March 2028 — subject to annual review
Remuneration	Sessional fee via SLA — to be agreed on appointment

What This Role Is — and Is Not

This role IS

7. The programme's specialist HCL education and pump training voice — designing content, frameworks and the workforce training offer.
8. A co-facilitation role at ICS mapping workshops — contributing the DSN and MDT workforce perspective.
9. Representation of West Midlands DSN practice at the joint Midlands Community of Practice (CofP).
10. Clinical review of patient-facing materials and education resources for nursing accuracy.
11. A collaborative role with the East Midlands clinical leadership team — sharing resources, practice and learning across the Midlands.

This role is NOT

12. A coordination or logistics role — the Project Delivery Team has ownership of this aspect.
13. A full education programme management role — the Project Team coordinates roll-out and delivery scheduling.
14. A patient-facing clinical delivery role — you are working at system and workforce level,
15. An administrative role — the PM handles all scheduling, invitations, note-taking and follow-up,

Key Responsibilities

1. ICS Mapping Workshops — DSN Co-facilitation

Co-facilitate ICS mapping workshops alongside the Clinical Lead, contributing the nursing and MDT workforce perspective. Your role at each workshop is to:

16. Assess current DSN workforce capacity and HCL pump training competency within that ICS
17. Map current training pathways, competency frameworks and any training backlogs
18. Identify education gaps and barriers to HCL initiation from a nursing and MDT perspective
19. Capture primary care and community nursing capability gaps
20. Contribute to and review any ICS Sustainable Transformation Plans produced following the workshops, concentrating on workforce and education.

2. Training Needs Analysis and Education Design

This is the DSN's primary substantive contribution to the programme. Working with the Clinical Lead and supported by the Project Team:

21. Contribute specialist input to a Training Needs Analysis (TNA) — reviewing findings and providing clinical education expertise
22. Map identified training gaps to existing national and regional
23. Design any required localised West Midlands HCL education curriculum — defining learning objectives, content structure and competency framework covering:
 - HCL technology, algorithm principles and device differences
 - Patient selection, initiation and shared decision-making
 - Pump settings, troubleshooting and safety (sick day rules, DKA risk)
 - Transition support — paediatric to adult, maternity
 - Primary care and community nursing competencies
- Review and approve education materials produced
- Contribute to or co-deliver pilot education sessions

3. Joint Midlands Community of Practice— DSN Representation

Attend and contribute to the joint Midlands Community of Practice (CofP), representing West Midlands DSN practice alongside the East Midlands Clinical leadership team. Your role is to:

- Attend each session.
- Provide a brief West Midlands DSN workforce and education update at each session.
- Contribute to CofP sessions themed around Workforce Capability and Pathway Design.
- 24. Collaborate with the East Midlands clinical leadership team to develop any required shared resources — competency frameworks, training materials — for Midlands-wide use.
- Share learning from WM ICS workshops and receive learning from East Midlands counterparts.

4. Clinical Review and Sign-off

25. Review any patient-facing communications resources required for nursing accuracy and appropriateness.
26. Review the workforce and education sections of any ICS Sustainable Transformation Plans.
27. Contribute to the education and workforce sections of any programme evaluation report or case studies produced by HIWM.

Person Specification

Essential

- Registered Nurse — active NMC registration
- Current post as a DSN (Band 7 or above) with active NHS practice in diabetes
- Demonstrable experience with HCL or insulin pump initiation, training and ongoing support
- Experience designing or delivering clinical education programmes for healthcare professionals
- Ability to work independently and contribute meaningfully within a light-touch, sessional model

Desirable

28. Experience of NHS transformation, service improvement or pathway redesign
29. Involvement in clinical networks, CofP or peer learning programmes
30. Knowledge of NICE TA943 and NHS HCL implementation policy
31. Existing relationships with West Midlands or national diabetes nursing networks