



DOYRMS



Candidate Information

SENIOR CLINICAL NURSE MANAGER

Required as soon as possible

Introduction

Where exceptional education meets outstanding opportunities

The Duke of York's Royal Military School stands as a beacon of excellence in education, blending tradition with innovation to provide a unique and enriching experience for its students. Established in 1803 by His Royal Highness Frederick Duke of York, the school has a rich history rooted in educating the children of military personnel. In 1909, it relocated to its present site in Dover, Kent, where it continues to thrive. In 2010, we became the only state full boarding academy, opening our doors to any family wishing to choose this unique and iconic school for their child's education.

We are committed to nurturing every student, affectionally known as *Dukies*, to reach their full potential, offering exceptional opportunities both inside and outside the classroom. Our student-centred approach, coupled with a home-from-home atmosphere, fosters the development of essential skills necessary for success in an increasingly competitive world. We are dedicated to supporting, advising, and guiding each student along their chosen path, empowering them to become confident, capable individuals prepared to make a positive impact on society.

Academically, we maintain high standards, significantly outperforming national averages at GCSE. Our students excel, benefiting from small class sizes, dedicated faculty, and a dynamic learning environment. Beyond academics, we offer a rich array of co-curricular activities, providing students with opportunities to explore their interests and talents outside the classroom.

What does it mean to be a Dukie?

Being a Dukie is an esteemed credential to hold, embodying a legacy of excellence and tradition. It represents more than just a label; it symbolises a commitment to personal growth, academic achievement, and a set of enduring values.

To be a Dukie is to be part of a community where opportunities abound for those willing to seize them. We are committed to nurturing every Dukie to reach their full potential, offering exceptional opportunities whether it's through academic pursuits, athletic endeavours, artistic expression, or participation in ceremonial events, we strive to provide a supportive environment where students can thrive and grow.

At our school, being a Dukie means embracing the essential values that have shaped our identity for over 220 years: Courage, Integrity, Respect, Commitment, Loyalty, and Self-Discipline. These values serve as guiding principles, instilling in each student a sense of character and moral fortitude that extends beyond the classroom.

In essence, being a Dukie is a badge of honour, it's a journey marked by growth, camaraderie, and the relentless pursuit of excellence—a journey that prepares students not only for the challenges of today but also for the opportunities of tomorrow.

“Students surprise themselves, leaving with confidence, self-respect, good results and high ambitions.”

– Good School Guide

The Role

Senior Clinical Nurse Manager

The Senior Clinical Nurse Manager leads the School's Medical Centre, providing strategic, operational and clinical leadership to ensure the delivery of safe, effective and high-quality healthcare services for approximately 500 boarding students. The role is responsible for maintaining a student-centred approach to care while promoting a culture of excellence, accountability and continuous improvement across the service.

Working closely with a multidisciplinary team of nurses, healthcare support staff, administrators and medical escorts, the postholder oversees the planning, coordination and delivery of healthcare services. This includes emergency response, management of long-term conditions, mental health support, minor illness and injury care, immunisation programmes and health promotion initiatives. Advanced clinical assessment and decision-making skills are essential to ensure timely interventions and appropriate escalation of care when required.

The role also has responsibility for workforce planning, staff supervision, training and professional development, ensuring the Medical Centre is staffed by a skilled and competent team. In addition, the Senior Clinical Nurse Manager provides expert advice to senior leaders, supports safeguarding and wellbeing priorities, and ensures compliance with relevant legislation, professional standards and clinical governance requirements. Through audit, risk management and service evaluation, the postholder drives continuous improvement to enhance student health and wellbeing.



“Students say the support is ‘great’; parents tell us they achieve beyond expectations”

– Good School Guide

Job Purpose

The Senior Clinical Nurse Manager leads the School's Medical Centre, ensuring the delivery of safe, high-quality healthcare for boarding students. The role oversees clinical services, staff leadership and continuous improvement to support student health, wellbeing and safeguarding.

Key Responsibilities

- Provide strategic, operational and clinical leadership for the School's Medical Centre, ensuring the delivery of safe, effective and high-quality healthcare services.
- Lead, manage and develop the multidisciplinary Medical Centre team, including recruitment, supervision, appraisal, performance management and staff wellbeing.
- Oversee workforce planning, staffing rotas and service provision to ensure appropriate clinical cover and continuity of care.
- Deliver expert clinical assessment, triage, decision-making and care management for students with acute, chronic and complex health needs.
- Ensure the effective planning, coordination and delivery of healthcare services, including emergency response, mental health support, long-term condition management, immunisation programmes and health promotion initiatives.
- Maintain high standards of clinical governance through audit, risk management, incident investigation, quality assurance and continuous service improvement.
- Ensure compliance with healthcare legislation, safeguarding requirements, School policies, professional standards, CQC expectations and NHS guidance.
- Develop and maintain effective partnerships with students, parents, School staff, healthcare providers and external agencies to support student health and wellbeing.
- Provide expert advice to the Senior Leadership Team on healthcare, safeguarding, wellbeing and Medical Centre service development.
- Oversee accurate clinical record keeping, medication management, healthcare protocols and the safe operation of the Medical Centre environment and equipment.

Additional Responsibilities

Undertake relevant training and updates as required to keep up to date with current legislation. Personal responsibility for the health, safety and welfare of all staff and students that may be affected by the postholder's acts and/or omissions. Personal responsibility for equal opportunities awareness and ensuring that the postholder is aware of, and carries out, the provisions contained in the Equal Opportunities policy. Responsibility for safeguarding and promoting the welfare of children and young people.



“The high-level sporting facilities has been quoted by parents as one of the major contributing factors for choosing the school for their child.”

- Muddy Stiletto's, Best Schools Guide

Person Specification



Title	Senior Clinical Nurse Manager
Type of Post	Full Time, Term Time (+ 6 weeks)
Start Date	As soon as possible
Salary	£42,286–£48,661 per annum (pro rata), based on DOYRMS Band 10 (£50,109–£57,664 FTE) and dependent on qualifications and experience.
Department	Medical Centre
Role	The Senior Clinical Nurse Manager leads the School's Medical Centre, ensuring the delivery of safe, high-quality healthcare for boarding students. The role oversees clinical services, staff leadership and continuous improvement to support student health, wellbeing and safeguarding.
Hours of Work	37 hours per week

Remuneration

Salary and Benefits

- A starting salary of £42,286–£48,661 per annum (pro rata), based on DOYRMS Band 10 (£50,109–£57,664 FTE) and dependent on qualifications and experience.
- Access to the Local Government Pension Scheme (LGPS), a defined benefit scheme with employee contributions linked to starting salary of 5.8% and employer contributions of 20.5%.
- Death in service benefit of three times salary (provided as part of LGPS participation).
- A professional, hardworking and supportive environment and team.
- Free parking on-site.
- Cycle-to-Work salary sacrifice scheme.
- Employee Assistance Programme.
- Access to Benenden Health healthcare plan for you and your family.
- Free lunch in the School dining hall during term-time.
- Use of fantastic, free, on-site facilities such as our gym and swimming pool.

“Music is outstanding. All year 7s can learn an instrument for free (90 per cent are beginners) and, the vast majority continue.”

– Good Schools Guide



Application Process

An application form can be downloaded from the School [website](#). In order to apply, candidates are required to fill out an application form, provide a supporting statement and send the completed documents via email to recruitment@doyrms.com.

Completed application packs should be sent by email to the HR Department at recruitment@doyrms.com by Wednesday 8 July 2026.

Interviews will take place at The Duke of York's Royal Military School on Friday 10 July 2026 and candidates will be contacted via email with interview details if they are shortlisted.

Please note that the School reserves the right to close the application deadline earlier than stated, so we encourage candidates to submit their applications as soon as possible.



“Students (past and present) are known as “Dukies” from the day they start at the school with “once a Dukie, always a Dukie” emotionally carved into their hearts forever more.”

– Muddy Stiletto, Best Schools Guide



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