THEATRES

Lead Theatre Practitioner (Anaesthetics and Resuscitation)

Join the growing team at Welbeck's new centre at Unity Campus, Cambridge, opening in 2027 — consultant-led specialist care and a premium, personalised patient experience.

LOCATION

Welbeck Cambridge, Unity Campus

REPORTING TO

Theatre Manager / Director of Clinical Services

CONTRACT

Permanent

About Welbeck Cambridge

Welbeck Cambridge is opening at Unity Campus in 2027. The transformation of the Orion Building will bring outpatient, diagnostic and surgical services together under one roof, with advanced imaging, modern operating theatres and specialist services designed around high standards of care. The new Cambridge Centre builds on Welbeck's established London model of consultant-led specialist care and a premium, personalised patient experience. Welbeck Cambridge is based at Unity Campus, just south of Cambridge, with access to the M11, Whittlesford Parkway station and the Cambridge Biomedical Campus. On-site parking will also be available.

Welbeck Cambridge was established by a group of leading clinicians with a shared vision to create a state-of-the-art private day-case centre serving the Cambridge and wider East of England region.

The centre provides a comprehensive range of outpatient diagnostic, procedural, and day-case interventions within a modern, purpose-built environment. Services include specialties such as Ear, Nose & Throat, Cardiology, Respiratory, Orthopaedics, Gynaecology, Dermatology, Ophthalmology, and Gastroenterology.

Welbeck Cambridge forms part of Welbeck Health Partners, a growing network of innovative healthcare centres across the UK, including the flagship facility at London Welbeck. Additional centres are also planned both nationally and internationally.

Our values

Collaboration	Ambition	Kindness	Empowerment
Harnessing strength in difference	Seeing beyond the now	Supporting others	Unleashing potential

The role

The Lead Practitioner for Anaesthetics & Resuscitation is a senior clinical role focused on delivering expert anaesthetic support across the theatre department at Welbeck Cambridge. The post holder will:

- Provide clinical leadership to the perioperative team, act as a role model and mentor to theatre staff supporting the Theatre Manager & Endoscopy Lead in the operational management of the department.
- Be an effective decision maker, able to manage complex and unpredictable work patterns, prioritise effectively, and act on your own initiative.
- Deputise for Theatre manager as required.
- Provide clinical and managerial leadership to the perioperative team, supporting ongoing staff development, service improvement and professional standards in line with NMC/HCPC requirements.
- Proactively respond to clinical incidents, staffing challenges and theatre flow issues, with support from the Theatre Manager. Lead on associated investigations as delegated by the

Theatre Manager.

The post holder will also be the centre lead for resuscitation, overseeing emergency preparedness, equipment readiness, and staff training in conjunction with the Director of Anaesthetics and Centre RMOs.

As Lead practitioner for Anaesthetics & Resuscitation, the post holder is responsible for anaesthetic equipment governance, controlled drug compliance, and resuscitation readiness in line with CQC standards, HCPC/RGN requirements, AAGBI/RCoA guidelines, and Resuscitation Council UK protocols.

Aim of the role

The post holder will be expected to support their teams, departments and centre to achieve the Welbeck values in their day-to-day work. These include:

The post holder will provide a responsive and efficient clinical service to meet the needs of Welbeck Cambridge. They will use their reason, intellect and judgement to work on their own initiative to deal with matters on behalf of their team.

The post holder will be an effective decision maker, who is able to prioritise their own workload whilst responding to interruptions. The post holder will be able to deal with unpredictable work patterns and proactively deal with issues without reference to others.

Key Relationships & Stakeholders

The role will require multidisciplinary collaboration with consultants, all clinical and non-clinical teams, Resus subject matter expert and Welbeck Cambridge Senior Leadership Team. Daily interaction with patients and their relatives/carers.

Main Duties and Responsibilities

Anaesthetic Practice

- Assist consultant anaesthetists across all surgical procedures, including general anaesthesia, regional, and sedation techniques
- Prepare, check, and maintain all anaesthetic equipment and consumables before each list, in line with AAGBI/RCoA guidelines
- Perform Level 2 anaesthesia machine checks and maintain accurate service records
- Support airway management including intubation, LMA, RSI, and difficult airway scenarios
- Set up monitoring equipment including arterial lines, CVP lines, and nerve block equipment
- Prepare and label anaesthetic drugs under consultant direction, following controlled drug protocols
- Assist with regional anaesthesia including spinal, epidural, and peripheral nerve blocks
- Monitor the patient throughout the anaesthetic phase and escalate concerns promptly
- Complete accurate, timely documentation of the anaesthetic episode
- Hand over patients safely to the POD area team at the end of each procedure
- Maintain patient dignity and provide reassurance throughout
- Adhere to HCPC professional standards and Welbeck clinical policies at all times

Resuscitation Lead Responsibilities

- Act as the designated Resuscitation Champion for Welbeck Cambridge, in line with Resuscitation Council UK guidelines
- Audit and maintain all resuscitation equipment including crash trolleys, defibrillators, and emergency airway equipment
- Coordinate ILS and BLS training for centre staff
- Keep accurate records of staff training and training expiry dates

- Liaise with external providers to ensure ALS access for relevant staff
- Lead debriefs following any resuscitation event and ensure learning is documented and shared
- Review and update emergency action cards and resuscitation SOPs in line with current guidance
- Ensure emergency equipment (difficult airway trolley, malignant hyperthermia kit, anaphylaxis pack) is checked and in date
- Support simulated emergency drills to maintain staff preparedness
- Respond as first clinical responder to intra-operative emergencies including cardiac arrest, anaphylaxis, and malignant hyperthermia

Leadership & Management

- Deputise for the Theatre Manager when required, reporting to the Director of Clinical Services
- Supervise, mentor, and develop junior ODPs and theatre staff, focusing on anaesthetic and emergency skills
- Manage team rostering and annual leave
- Induct new anaesthetists and theatre staff, covering emergency equipment and protocols
- Coordinate mandatory training including ILS, BLS, and anaesthetic equipment competencies

Operational & Equipment

- Manage stock and supply of anaesthetic drugs and pharmacy items, including controlled drug compliance
- Monitor and order medical gases, ensuring cylinder levels and pipeline integrity are maintained
- Coordinate servicing and planned maintenance of anaesthetic and resuscitation equipment
- Support sourcing of new and replacement equipment through materials management
- Use supplies economically while maintaining patient safety standards

Governance & Quality

- Ensure anaesthetic and resuscitation audits are completed on time, including crash trolley checks and drug records
- Investigate incidents and ensure learning outcomes are actioned and recorded
- Maintain safety checklists and upload documentation to SharePoint
- Contribute to quality improvement and performance review activities
- Document all clinical activity accurately and in a timely manner

The above list indicates the main areas of responsibility and is not intended to be exhaustive. The job description will be subject to review by agreement between the post holder and the Director of Clinical Services, according to the changing needs of the service. The role description gives a general outline of the

duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time, after consultation with the post holder.

Governance

- Patient Safety and Confidentiality — Ensure all patient information is handled in accordance with GDPR, information governance policies, and local procedures, maintaining confidentiality and discretion at all times.
- Regulatory Compliance — Adhere to all centre policies, procedures, and statutory requirements, supporting compliance with CQC standards and other regulatory frameworks including AfPP standards for perioperative practice.
- Incident Reporting and Escalation — Identify, report, and escalate complaints, concerns, incidents, or near-misses promptly, ensuring accurate documentation in line with centre governance processes and the Radar reporting system.

- Audit and Quality Assurance — Lead and participate in audits, checks, and quality improvement initiatives. Lead the process of continuous quality improvement through regular audit and practice review.
- Continuous Improvement — Support a culture of learning and development, proactively suggesting and implementing improvements to patient pathways and service delivery.
- Professional Accountability — Act with integrity, discretion, and professionalism at all times, representing Welbeck Cambridge positively to patients, colleagues, consultants and external stakeholders.

Person specification

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Education / Professional Qualifications			
HCPC-registered Operating Department Practitioner (ODP)/ Registered Nurse (RN) Anaesthetics	✓		A
Diploma or BSc in Operating Department Practice/Adult Nursing		✓	A
Ongoing CPD in line with HCPC/NMC requirements, with focus on anaesthetic practice	✓		A/I
ILS/PILS certification (Resuscitation Council UK or equivalent)	✓		A
ALS/PALS (EPALS) certification (Resuscitation Council UK or equivalent)		✓	A
Resuscitation Officer qualification or formal resuscitation trainer accreditation		✓	A
Leadership or management qualification		✓	A
Postgraduate qualification in anaesthetic or perioperative practice		✓	A
Experience			
Significant post-registration ODP/RN experience with a primary focus on anaesthetic assistance	✓		A/I
Experience across GA, regional, and sedation techniques	✓		A/I
Experience supporting airway management including RSI and difficult airway scenarios	✓		A/I
Experience performing and documenting Level 2 anaesthesia machine checks	✓		A/I
Experience managing and auditing resuscitation equipment including crash trolleys and defibrillators	✓		A/I
Experience delivering or coordinating ILS/BLS training for clinical staff		✓	A/I
Experience supervising or mentoring junior anaesthetic ODPs or theatre staff	✓		A/I
Experience managing controlled drugs and anaesthetic pharmacy stock	✓		A/I

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Experience leading emergency simulation exercises		✓	A/I
Experience in a private hospital or independent sector setting		✓	A/I
Knowledge and Skills			
In-depth knowledge of anaesthetic drugs, techniques, and equipment including TIVA, volatile agents, and regional anaesthesia	✓		A/I
Sound knowledge of Resuscitation Council UK guidelines for adult resuscitation		✓	I
Knowledge of emergency protocols: anaphylaxis, malignant hyperthermia, and failed airway	✓		I
Familiarity with AAGBI/RCoA standards for anaesthetic practice and equipment checking	✓		I
Knowledge of controlled drug legislation and safe storage requirements	✓		I
Competent with electronic systems for equipment checks, incident reporting, and training records	✓		I
Strong organisational and communication skills	✓		I
Knowledge of CQC and HCPC/NMC requirements relevant to anaesthetic and resuscitation practice	✓		I
Personal Abilities			
Demonstrates Welbeck values: patient-centred, professional, collaborative, and innovative	✓		I
Calm and decisive in clinical emergencies	✓		I
High attention to detail in drug preparation, equipment checks, and documentation	✓		I
Able to lead and motivate a team in a supportive and inclusive way	✓		I
Committed to advancing personal competence in anaesthetics and resuscitation	✓		I
Flexible – able to work shifts including early mornings, late evenings, and weekends	✓		A/I
Proactive in identifying and escalating clinical risk within the theatre environment	✓		I

Evidence key: A = application I = interview T = test

Working at Welbeck

The following apply to all Welbeck roles.

Infection Prevention & Control

All Welbeck employees, whether involved directly or indirectly in the provision of healthcare, have a duty to cooperate with and implement business policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in providing healthcare so far as is necessary to enable the business to meet its obligations under the Health and Social Care Act 2008.

Safeguarding

Welbeck is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the Welbeck Safeguarding Child and Adult at Risks Policies and Procedures.

Employees must ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.

Confidentiality

Maintain confidentiality in relation to personal data held for colleagues and patients, ensuring that it is processed lawfully; for no purpose other than that for which it was obtained; is relevant to that purpose; is retained for no longer than is necessary; is processed in accordance with the rights of the subject to access and accuracy; and is protected from accidental loss or damage by the requirements of the Data Protection Act (as amended), and records management guidance.

Maintain confidentiality of patient-identifiable personal data using a non-identifiable alternative, where practicable, and limiting access on a strictly need-to-know basis under the responsibilities of the Welbeck Caldicott Guardian.

Risk

The postholder will hold personal responsibility for contributing to a safe working environment and the effective management of clinical and organisational risk. This includes:

- Avoiding any action that would knowingly create unacceptable risk to patients, colleagues, or the organisation, and actively intervening to prevent others from doing so in accordance with Welbeck policy and training
- Identifying, reporting, and where immediately practicable mitigating actual or potential hazards and risks in the working environment, using the Welbeck incident reporting system in accordance with the NHS Patient Safety Incident Response Framework (PSIRF, 2022)
- Reporting to the appropriate authority any incident involving risk, neglect, abuse, or endangerment of a vulnerable adult or child, in accordance with the Welbeck Safeguarding Policy and the postholder's statutory safeguarding duties
- Adhering to the Welbeck Personal Protective Equipment Policy, ensuring appropriate selection and use of PPE at all times in accordance with UK Health Security Agency (UKHSA) standard precautions guidance
- Complying fully with all applicable Health and Safety legislation, including the Health and Safety at Work Act 1974 and associated regulations, and completing mandatory Health and Safety training as required by Welbeck Cambridge

Equality & Diversity

Welbeck recognises and values the benefits of a diverse workforce that is reflective of the communities we serve. Welbeck is committed to equality of opportunity in employment and to the elimination of all forms of unlawful discrimination, harassment, and victimisation.

Welbeck actively promotes positive working relations between all staff, patients, volunteers, contractors, and bank staff, and expects all individuals to contribute to an inclusive and respectful working

environment.

The postholder has a personal responsibility to adhere to the Welbeck Equality, Diversity and Inclusion Policy and to apply and uphold the principles of the Equality Act 2010 in all aspects of their work. Discriminatory or inequitable behaviour of any kind will not be tolerated. All staff have a duty to challenge and report discriminatory practices through the appropriate channels.

Health and Safety at Work

In addition to the responsibilities of Welbeck under health and safety legislation, the postholder is reminded of their personal duties under the Health and Safety at Work Act 1974 and associated regulations. These include the duty to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions in the course of their work, and to cooperate with Welbeck in the discharge of its statutory obligations.

The postholder must adhere to all Welbeck policies and procedures relating to health and safety, and must report all accidents, dangerous occurrences, unsafe practices, and damage to property promptly to their line manager using the Centre's incident reporting system, in accordance with the NHS Patient Safety Incident Response Framework (PSIRF, 2022) and relevant reporting obligations under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

The postholder must make appropriate use of all safety equipment, personal protective equipment, and protective clothing provided, and must attend all mandatory health and safety training as required by Welbeck Cambridge

Disclosure and Barring Service (DBS)

If the post you are undertaking requires you to complete a DBS disclosure, this will be managed and processed in line with the DBS Policy, and you will be required to sign up and maintain your subscription to the DBS Update Service.

This job description outlines the main areas of responsibility and is not exhaustive. It may be reviewed by agreement between the post holder and their manager according to the changing needs of the service.

How to apply

Castlefield Recruitment is managing recruitment for this role exclusively. To apply, submit your CV via the advert below or email Stephen directly.

https://www.castlefieldrecruitment.com/jobs/lead-practitioner---anaesthetics-resuscitation-skw-20852

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