Welbeck

THEATRES

Lead Theatre Practitioner – Surgical Scrub (ODP or RN)

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

CONTRACT
Permanent

Recruitment partner: Castlefield Recruitment
Castlefield Recruitment is managing recruitment for this role exclusively.

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

The role

The Lead Practitioner for Surgical Scrub is a senior clinical role focusing on delivering expert scrub care across all surgical specialities across the theatre department at Welbeck Cambridge. The post holder will:

- Provide clinical leadership to the surgical scrub team, act as a role model and mentor to theatre staff supporting the Theatre Manager 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.

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

Scrub Practice

- Deliver expert scrub care across all surgical specialities within the theatre suite as a lead scrub practitioner.
- Nominated lead for a number of clinical specialisms (to be confirmed against experience) within the operating environment. Liaising with surgeons, suppliers, and representatives to ensure correct specialist equipment is available for planned procedures.
- Ensure instruments, implants, and consumables are prepared, checked, and available for each list; anticipate the surgical team's needs throughout every procedure.
- Maintain a strict aseptic technique and sterile field; perform WHO Surgical Safety Checklist requirements and all swab, instrument, and needle counts; escalate/investigate discrepancies immediately.
- Assist with patient positioning, draping, and skin preparation; complete intraoperative documentation and hand over to recovery in a structured, safe manner.
- Lead on ensuring scrub competency development/compliance and actively support training for junior staff
- Contribute to service development and quality improvement within assigned specialities.

Leadership & Management

- Supervise and lead the surgical scrub team day-to-day
- Deputise for the Theatre Manager when required, reporting to the Director of Clinical Services
- Supervise, mentor, and develop junior RN/ODPs and theatre staff, focusing on surgical scrub skills
- Supervise and lead the scrub team day-to-day; support the Theatre Manager with staff deployment, rostering, and annual leave; deputise in their absence.
- Manage team rostering and annual leave
- Support new staff and visiting clinicians' induction to the theatre department, including familiarisation with emergency equipment, scrub protocols, and operational procedures

Operational & Equipment

- Maintain scrub equipment, laparoscopic stacks, and specialist instrument sets
- Manage stock, raise orders, and coordinate planned preventative maintenance.
- Coordinate servicing and planned maintenance of scrub/surgical procedure equipment
- Support sourcing of new and replacement equipment through materials management

- Use supplies economically while maintaining patient safety standards

Governance & Quality

- Ensure theatre audits are completed on time
- 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			
NMC Registered Nurse (RN) / HCPC registered Operating Department Practitioner (ODP)	✓		A
Diploma or BSc in Adult Nursing/Operating Department Practice		✓	A
Ongoing CPD in line with HCPC/NMC requirements, with focus on surgical scrub and perioperative practice	✓		A/I
Evidence of speciality training within clinical surgical specialisms	✓		A
Teaching, assessing, or practice supervisor qualification		✓	A
Leadership or management qualification		✓	A

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Experience			
Significant post-registration experience in a scrub role across multiple surgical specialities	✓		A/I
Demonstrable competence scrubbing for nominated clinical specialisms across a range of day-case procedures	✓		A/I
Experience working within a day-case theatre environment	✓		A/I
Experience mentoring or supervising junior scrub practitioners or students	✓		A/I
Previous senior or lead scrub role	✓		A/I
Experience in a private hospital or independent sector setting		✓	A/I
Knowledge and Skills			
Comprehensive knowledge of surgical anatomy, instrumentation, and technique across all main surgical specialities	✓		A/I
Expert knowledge of areas of specialist surgery instrument sets, implants, and equipment requirements		✓	I
Comprehensive understanding of aseptic technique, IPC principles, and WHO Surgical Safety Checklist requirements	✓		I
Strong communication and interpersonal skills; ability to work as part of a multidisciplinary team	✓		A/I
Competent with electronic systems for incident reporting, equipment checks, and training records	✓		I
Familiarity with CQC requirements and the professional standards of either the HCPC or NMC as relevant to perioperative practice	✓		I
Personal Abilities			
Demonstrates Welbeck values: patient-centred, professional, collaborative, and innovative	✓		I
Calm, confident, and decisive in the intraoperative environment and during unexpected events	✓		I
Able to lead and motivate a scrub team in a supportive and inclusive way	✓		I
Committed to advancing personal competence across all surgical specialities	✓		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-theatre-practitioner-surgical-scrub-sky-20854

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