Role: **Nursing Team Lead**
Practice **Location: Sherborne and Yeovil**

About Us

Newton Clarke Vets is a thriving independent practice rooted in community, care, and continuous learning. Based across two well-equipped sites in Sherborne and Yeovil, we deliver outstanding small animal care with a friendly, compassionate, and proactive approach.

With a reputation for warmth and trustworthiness, our team blends clinical excellence with emotional intelligence to ensure both patients and their humans feel truly looked after.

We're proud of our progressive and supportive environment - one where team members collaborate, lift each other up, and take ownership of their roles. Our culture is driven by values we live daily: Compassion, Ownership, Kindness, Trust, Progressive, and Transparency.

We are a team of around ~50 people, working across clinical and non-clinical roles, who believe in doing right by each other, our clients, and our patients.

Why Newton Clarke Vets?

Many of our team have joined us after experiencing other practices – both corporate and independent – and they decided to seek a new career challenge that also offered a values-led culture. They've stayed because of the genuine team spirit, the opportunity to develop their skills, and the meaningful work we do every day. Our leadership is approachable, feedback is welcomed, and new ideas are encouraged.

Here, you'll find:

- A welcoming, purpose-driven team across clinical and non-clinical roles.
- A culture of friendliness with intention - we don't just say hello, we care.
- Opportunities to develop your skills, pursue certifications, and shape your future.
- A focus on sustainable work-life balance and psychological safety.
- A chance to shape your clinical interests - whether you're developing them or already have a specialism in mind, we're keen to explore this with you as part of the hiring conversation.

Whether you're newly qualified or bringing years of experience, this is a place where you can feel supported, be heard, and do work that matters.

What We're Offering You

- A clinically active leadership role at the heart of our nursing team.
- The opportunity to coordinate day-to-day nursing workflows across prep, theatre, diagnostics, and inpatient care.
- Regular collaboration with our Vets, Consultant Vets, and the wider Nursing Team.
- A supportive working relationship with the Head of Nursing, including regular check-ins and shared decision-making.
- The autonomy to adapt and re-prioritise in fast-paced clinical situations, while knowing when to escalate decisions.
- The chance to contribute to continuous improvement across nursing processes and patient care.
- A friendly, supportive team culture where your input genuinely matters.

What We're Looking For

We're looking for a **Nursing Team Lead** who is:

- A confident, RCVS-registered Veterinary Nurse with strong clinical skills and a calm, solutions-focused approach.
- Passionate about leadership on the clinical floor – leading by example, supporting others, and ensuring smooth daily operations.
- Organised, decisive, and able to manage changing priorities throughout the day.
- A strong communicator who maintains clarity between nursing, veterinary, and client care teams.
- Motivated to uphold high standards in patient care, infection control, and safety protocols.
- Comfortable providing guidance, feedback, and support to others in a constructive, professional way.

This role has a cross-site requirement and involves working across both **Sherborne** and **Yeovil**, coordinating nursing teams on a shift-by-shift basis.

What Will You Be Responsible For?

Leadership responsibilities

- Work closely with the Head of Nursing to discuss and share any ongoing performance or team development concerns.
- Raise promptly any situation where client concerns or patient safety might be at risk.
- Seek guidance when a decision could have wider operational or team implications.
- Keep communication open and consistent with both the nursing and clinical teams to ensure clarity and collaboration.
- Demonstrate and encourage the values and behaviours that shape our practice culture.
- Support a positive team atmosphere that nurtures trust, learning, and professional growth.

General responsibilities:

- Coordinate and oversee the day-to-day nursing tasks and activities across clinical areas, ensuring the smooth and efficient flow of patients through prep, theatre, and diagnostics.
- Prioritise and adapt daily plans to manage emergencies, communicating changes clearly and reallocating team resources when needed.
- Maintain clinical standards and ensure adherence to protocols, SOPs, infection control, and health and safety practices.
- Liaise closely with Vets, Consultant Vets, and the Referrals Team to ensure smooth coordination of cases and treatment plans.
- Act as a visible, approachable role model of professionalism, teamwork, and compassion.
- Provide rota support in the Head of Nursing's absence, following pre-set parameters and guidance.
- Identify opportunities for process or workflow improvements, discuss them with the Head of Nursing, and implement agreed changes.
- Support the Head of Nursing with implementing audits and rectification plans for Health & Safety and infection control.
- Ensure stock control and equipment are all maintained and monitored to remove any disruption to day-to-day delivery of care.

Shift Patterns

- **A 4-day week** (Hours: 8.30am - 6.00pm)
- **Equal share of the Weekend Rota** (Sat 9.00am- 2.00pm / Sun 9.00am - 12.00pm) is currently 1:14
- **Late Rota** (10.00am - 8.00pm) is approx. 1 shift per month.

Skills & Qualifications

Essential:

- Qualified Registered veterinary Nurse (RVN).
- Strong patient care focus and confidence in everyday nursing tasks.
- Effective communicator with good teamwork skills.

Desirable:

- Previous experience of leadership training and/or certification would be an advantage.
- Ability to mentor and coach team members, previous training or current certification would be beneficial.
- Proficient experience and knowledge of using Practice Management Systems (PMS), combined with an interest in adopting technology to deliver improved patient care and team productivity.

Salary & Benefits

- **Salary:** Circa £36,000 - £38,000 per annum
- **CPD:** CPD allowance with support for certificates.

- **Holidays:** 6 weeks' holiday including bank holidays.
- **Pension:** Employer pension contributions.
- **Employee perks:** Staff discount on Newton Clarke Vets services.

Interested?

Contact us at careers@newtonclarkevet.com to register your interest and schedule an introductory chat with one of our Leadership team.

Equal opportunities commitment

Newton Clarke Vets is an equal opportunities employer. We value diversity and welcome applications from all backgrounds. We are committed to creating an inclusive environment where everyone feels respected and supported, and we use inclusive, gender-neutral, and non-discriminatory language throughout our hiring process.