

NHS E in partnership with the University of Hertfordshire
Aspiring Deputy Directors of Nursing (ADDoNs) short course recruiting
for Cohort 15: Jan-Mar 2026

This course is for:

Band **8B/8C** nurses who are aspiring DDoNs (Deputy Chief Nurses).

We welcome applications from colleagues from ethnic minority backgrounds and other underrepresented groups.

Number of places available: 8

(Please note that application numbers will be capped at 30 due to the limited number of spaces available – once 30 applications are received the system will not accept further applications).

Course delivery

Face-to-face

Session duration: 10:00am-4:00pm/09:00am-3:00pm

A key course component is the formation and facilitation of action learning sets

Course content themes:

Excelling as a leader

Quality enhancement and clinical effectiveness

Power, privilege, Equality, Diversity and Inclusion

Navigating change

Personal impact and presence

Latest contemporary leadership concepts

Systems leadership

The course is supported and enriched by a variety of invited external speakers with specialist expertise and experiences.

Assignment

Although optional it is strongly recommended and encouraged that you complete the assignment to consolidate your learning, critically reflect on your leadership practice and help you to prepare, articulate and evidence your next career steps.

This assignment is a personalised, living, working document which draws on current, supporting theory/literature and individual experience to evidence readiness for career progression through completion of a Person Specification template, reflection and a written report.

Credits on successful completion of assignment – 30 x Level 7 (Masters level).

Cohort 15 delivery dates:

Day	Cohort 15	Timings	Face-to-face
1	14 Jan 26	10:00-16:00hrs	Face-to-face
2	15 Jan 26	09:00-15:00hrs	Face-to-face
3	16 Jan 26	10:00-16:00	Face-to-face
4	10 Feb 26	10:00-16:00hrs	Face-to-face
5	11 Feb 26	09:00-15:00hrs	Face-to-face
6	12 Feb 26	10:00-16:00hrs	Face-to-face
7	11 Mar 26	10:00-16:00hrs	Face-to-face
8	12 Mar 26	09:00-15:00hrs	Face-to-face
9	13 Mar 26	10:00-14:30hrs	Face-to-face

Points of note before submitting your application:

1. You **must** be able to attend **all** the course dates (as stipulated by NHS E who fund this provision.)
2. Please **also ensure that you also have your line manager's permission and have been given protected time to attend**
3. Applicants should seek support for their application from their Chief Nurse/Dep Chief Nurse – please state how you have achieved this in the personal statement section of your application.
4. It is anticipated that your organisation will fund your travel and accommodation expenses as per their local policy.

To apply click here:

<https://www.applycpd-herts.com/course?id=119917>

Please complete the Personal Statement section of the application outlining why you should be considered for the programme at this time.

Please also upload a CV that outlines your leadership experience to date (A4 x 2 sides maximum) to the additional documents section

Please be aware applying via the University of Hertfordshire's Wozzad application system will **not** guarantee you a place and shortlisting will be applied.

Closing date Cohort 15: Monday 17 November, 2025 before 10:00hrs

University of Hertfordshire contact details:

Administrative:

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