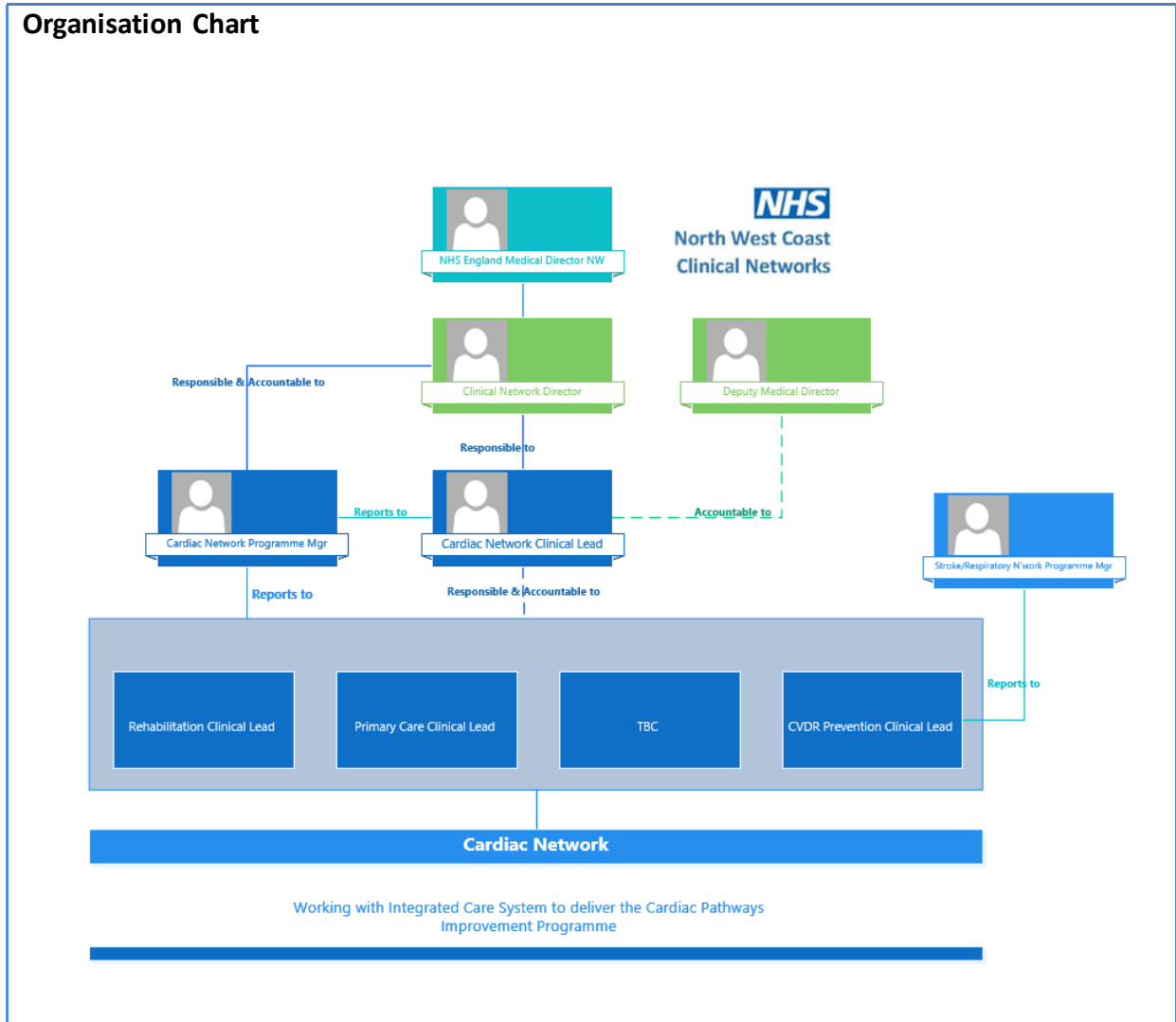


## Job Description – Cardiac Network (Rehabilitation) Clinical Lead

Job Title	<b>CARDIAC REHABILITATION CLINICAL LEAD</b>
<b>Directorate</b>	Medical
<b>Salary</b>	£250 per week until March 2022 then rising to £300 per week following local pay rate review.
<b>Hours</b>	1 session per week (3.5 hours) which can be worked flexibly around the postholder's other commitments. Work patterns are to be agreed with the Network Programme Manager.
<b>Base</b>	The postholder is not required to routinely work from a fixed NHS England office and the role has no fixed base. Working from home or the post holders primary job role's base is expected although travel to meetings and events is a part of this role.
<b>Reports to</b>	Cardiac Network Programme Manager
<b>Responsible to</b>	North West Coast Clinical Network Director
<b>Accountable to</b>	NHS England North West Region Medical Directorate Deputy Medical Director
<b>Main purpose of the job</b>	<p>To provide clinical leadership to the Cardiac Network &amp; Rehabilitation workgroup.</p> <p>To support the Cardiac Network Programme Manager to develop and deliver a programme of work that meets the needs of the Cardiac Pathways Improvement Programme and local relevant ICS plans.</p> <p>To support Cardiac Network members to plan and implement improvements to cardiac services and clinical practice.</p> <p>To represent the Cardiac Network at meetings, events, planning sessions, workshops etc.</p>

Organisation Chart



## Job Purpose/Summary

As the Network Clinical Lead for Rehabilitation, the post holder will be a key provider of clinical expertise and leadership for the Clinical Network and Rehabilitation workgroup in its work across the North West Coast and in Cheshire & Merseyside (C&M) in particular.

The post holder will support the ongoing development of rehabilitation services at a strategic and system level within C&M by working with a range of stakeholders at the local, regional and national level. The post holder will work with their Clinical Network counterparts and peers to support the Clinical Network Programme Manager to establish and run an effective cardiac clinical network for C&M. In doing so the post holder will support the Programme Manager to design and implement a work programme that directly and visibly contributes to the delivery of the outcomes being sought by the national driven Cardiac Pathway Improvement Programme (CPIP) as well as any local ICS outcomes that have also been agreed by the Programme Manager. Ultimately, the post holder will contribute to the improvement of cardiac and cardiology services in C&M to the ultimate benefit of its population.

The post-holder will be responsible for;

- Providing professional and clinical leadership to the Cardiac Network around Cardiac Rehabilitation.
- To provide Rehabilitation related clinical advice & guidance to constituent Clinical Network member organisations and stakeholders (e.g. the ICS, commissioners and service providers) in relation to the Clinical Network's activities.
- To disseminate intelligence & information from regional and national stakeholders to local ones and back again thereby allowing the network to influence national NHS England programmes.
- To maintain & enhance a good working relationship with NHSE/I, NHSX and NHS Digital over Cardiac Rehabilitation.
- To provide leadership for improving and safeguarding quality of service.
- To act as an ambassador for the Clinical Network.

## Key Job Specific Responsibilities

### **Improving quality and outcomes**

- To provide clinical leadership to, and be a champion for, the Cardiac Clinical Network.
- To support the Programme Manager to produce an annual work plan for the overall Cardiac Network and its individual working groups. This will involve contributing to the development of a workplan that is wider than just Rehabilitation.
- To foster a culture of multi-professional input in the development and improvement of integrated Rehabilitation care pathways. This will include collaborating and engaging with clinical colleagues from a range of professions, sectors and organisations to deliver an agreed programme of work.
- To ensure that the network's annual work plan is based upon the best available clinical Rehabilitation expertise and evidence base.
- To promote ongoing network led quality assurance activity (such as clinical audits or sharing learning from adverse incidents) to support individual professional development and inform commissioner and provider decision making.

- To act with honesty and integrity towards all stakeholders thereby fostering a culture of pan organisation and pathway collaboration for the delivery of equitable, high quality care. At times this will include acting as an ‘honest broker’ and setting organisational affiliations aside to reconcile the potentially conflicting views and interests of network members.
- To understand, communicate and actively support the implementation of relevant national and local clinical policy (e.g. NICE Quality Standards and Outcome Strategies).
- To promote a culture of service innovation by developing strong partnerships with Academic Health Science Networks and other academic and educational institutions.

### **Enabling clinical leadership**

- To ensure that clinical leadership is central to the delivery of all Network activity.
- To work collaboratively with colleagues across the Clinical Network, ICS and NHS England, particularly the Operations and Medical Directorates, NHS Digital and NHSX.
- To provide clinical leadership for the development and delivery of all agreed network activities for Cardiac Rehabilitation in Cheshire & Merseyside.
- To foster and promote a culture of clinical engagement across all stakeholders to ensure that the Cardiac Network is clinically led.
- To work with the Programme Manager to develop & support network structures and workgroups that have widespread multidisciplinary involvement & membership including all doctors, nurses, allied health professionals and clinical scientists, across all sectors and stages of care (e.g. Primary, Secondary, Tertiary, Community and Voluntary, Community, Faith & Social Enterprise organisations).

### **Enabling patient and public involvement**

- To act as a champion for patients/carers and their interests within all Clinical Network activity.
- To work with patients/carers within the Clinical Network as equals by recognising the value of their lived experience and unique insight & perspective.
- To embed patient/carer and public involvement (PPI) within the Clinical Network thereby ensuring that their views and experiences are considered within all levels of ICS and NHS England decision making.

### **Promoting equality, diversity & inclusion (EDI) and reducing inequalities**

- To uphold NHS England policies and principles on equality, diversity and inclusion.
- To create an inclusive working environment within the Clinical Network where diversity is valued, everybody can contribute, and our actions ensure that we meet our obligations to uphold and promote equality.

### **Partnership and cross boundary working**

- To engage and work collaboratively with other clinical networks where synergies exist between the networks' respective work programmes.
- To work with other organisations, including Academic Health Science Networks, NHSX, NHS Digital and other system organisations to align innovation, education, informatics and quality improvement activity.
- To work with relevant national, regional and local bodies to ensure the alignment of policy and service transformation activity for patients.

### Leadership for transformational change

- To be a role model for collaborative working between professions, individuals and organisations.
- To lead and influence others within the clinical network to achieve the network's desired outcomes through persuasion and negotiation rather than the use of organisational or positional power & authority.
- To identify areas where improvement is possible and desirable and champion its inclusion, through discussion with the Programme Manager, within the clinical network's work programme.
- The post holder will need to communicate effectively regarding highly complex issues which may be politically sensitive/contentious needing to be dealt with in a very specific manner. He/she will need to be able to understand the complexities of the implementation of the clinical network work programme and convey this to others. He/she will also need to be able to receive and interpret NHS policy and guidance and communicate that to network stakeholders in a way that supports the work programme.

### Using insight and evidence for improvement

- To use evidence and data analytics to inform ongoing quality improvement work.
- Contribute to the clinical network's cardiac risk register and its systems that capture learning from risks, issues and adverse incidents. He/she will support the Programme Manager to analyse those tools to identify appropriate preventative/corrective actions and support their implementation across the clinical network.
- To promote the systematic application of the quality framework tools such as NICE Quality Standards etc. to positively influence outcomes for patients.

### Developing an excellent organisation

- To support the NHS England's ways of working and ethos, to model its values and champion the NHS Constitution.
- To act in such a way as to protect and promote the health, safety and wellbeing of all staff within the clinical network.
- To be compliant with all relevant clinical network confidentiality and governance requirements.

- To adhere to relevant professional codes of conduct.

**Key Accountabilities**

No specific staff or financial accountabilities.

*This job description and person specification are an outline of the tasks, responsibility and outcomes required of the role. The job holder will carry out any other duties that may reasonably be required by their line manager.*

*The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the Department and the Organisation.*

<b>JOB DESCRIPTION AGREEMENT</b>	
Job Holder's Signature:	Date:
Programme Manager's Signature:	Date:

# Person Specification

All managers are expected to display the competencies and behaviors as outlined in the [NHS Leadership Framework](#)

## Qualifications (Essential & Desirable)

Professionally qualified within their clinical area and holds current professional registration (E)

Educated to degree level in a clinical or scientific discipline (E)

Postgraduate or management qualification (D)

## Skills and Capabilities (Essential & Desirable)

Advanced Cardiac Rehabilitation experience demonstrating a passion to pursue new ways of working (E).

Experience of building collaborative networks within a work context (D)

Experience of dealing with ambiguous and complex data and situations (E).

Ability to work with and influence other clinicians to improve the quality of patient care and patient/staff safety without the need for managerial responsibility (E).

Evidence of developing and maintaining an excellent partnership relationship and team fit with colleagues (E).

Proven ability to organise a workload and work flexibly to meet the needs of the organisation (E).

Proven leadership skills with the ability to build and motivate a team (E).

Proven interpersonal skills including negotiation, conflict management, providing feedback, supporting partnership working and coaching staff (E).

Able to assimilate complex and lengthy information and make decisions in a fast-moving environment (E).

Ability to communicate effectively with stakeholders and convey complex messages to different recipient groups (E).

Experience of using data &/or financial incentives within a quality improvement project (E).

Experience of developing, applying and reviewing an evidence-based approach to decision making (E).

## Knowledge and Experience (Essential & Desirable)

Understands & has demonstrable experience of navigating the NHS and the wider health, social care and political landscapes (E).

Experience of operating in complex, highly political environments (E).

Experience of providing clinical leadership to regional or national stakeholders/groups (D).

Experience leading a team (E).

Experience of developing effective and mutually supportive relationships with key partners (E).

Demonstrates both professional and personal credibility and is recognised and respected as a leader in their

field (D).

Experience of using strategic and systems thinking to improve a system or process (D).

Experience of working in formal clinical networks within the NHS (D)

Good understanding of health system dynamics and the Long Term Plan (E).

Has involved patients/carers and the public in their work (E).

Knowledge of evidence-based policy making and NHS governance processes (D).

Experience of delivering organisational change to transform clinical services (D).

Has a thorough understanding of integrated models of care across primary, secondary, community & tertiary care settings (D).

Knowledge of legislation and statutory requirements for NHS organisations (D).

Understanding of the relevant legislative framework, national and local targets, national policy and key external organisations (e.g. CPIP, NICE, SpecComm, HEE etc) and the implications in practice (D).

#### **Values & Behaviors (Essential & Desirable)**

Is able to demonstrate experience of developing an organisational culture that promotes equality and values diversity (E).

Is able to demonstrate a commitment to and focus on quality and promote high standards to consistently improve patient outcomes (E).

Values diversity and difference, and operates with integrity and openness (E).

Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others (E).

Demonstrable commitment to partnership working with a range of external organisations (E).

Evidence of ongoing personal development, and of supporting personal development in others (E).

#### **Physical Skills & Mental Effort (Essential and Desirable)**

The post-holder will require keyboard skills (E).

Computer literate – Excel, Word, PowerPoint, Outlook, MS Teams and have the ability to analyse data and develop reports based upon that analysis (E).

The post-holder will be required to concentrate and respond to sometimes unpredictable work patterns. There will be periods at a time when documents require checking, statistics analysing, agendas producing etc (E).

Able to travel across NHS E/I sites and Provider organisations to attend meetings/events etc. (E)