NHS England

NHS Improvement

Job description and person specification

Position			
Job title	**Clinical Lead**	**Directorate/ Region**	**Medical**
Pay band	**Other**	**Responsible to**	**Medical Director**
Salary	**Remuneration on a sessional basis to employing organisation or via Payroll as 'employed for tax purposes only'**	**Accountable to**	**Deputy Director for Clinical Networks and Senates**
Tenure	Fixed Term Contract	**Responsible for**	Responsible for contributing clinical leadership to the activities of the Clinical Networks
Funding Arrangements	Programme Funded	**Base**	n/a

Our Organisation	NHS England and NHS Improvement Values and Behaviours
NHS England and NHS Improvement came together on 1 April 2019 as a new single organisation. The NHS Long Term Plan focuses on delivering integrated care to patients at the local level and we can best support the NHS to deliver this as a single integrated organisation.	Having listened to our staff over the last year, we aim to create a healthy and high performing organisation, underpinned by the NHS Constitution values: • Working together for patients • Respect and dignity

Our new operating model represents a strong shift to regional delivery supported by expert corporate teams. Local health systems are supported by our integrated regional teams who play a major leadership role in the geographies they manage.

We are jointly committed to creating and maintaining a fair and supportive working environment and culture, where contributions are fully recognised and valued by all and staff feel empowered to carry out their duties to the best of their abilities. As employers we are committed to promoting and protecting the physical and mental health and well-being of all our staff. This underpins our values as set out in the NHS Constitution, supports us to be an Employer of Choice and ultimately enables our employees to support the effective care of our patients.

The seven integrated regions of our joint enterprise will work with local systems to support and improve how care is provided to patients and communities. These regions will be supported by the corporate centre providing expertise and developing policy. The focus will be on guiding and managing the delivery of services through local integrated health systems, sustainability and transformation partnerships, and devolution areas.

- Commitment to quality of care
- Compassion
- Improving lives
- Everyone counts

Our people all have a part to play in helping to shape and develop our culture and in embedding and living these values.

Our behaviors: leading by example:
- We prioritise patients in every decision we take.
- We listen and learn.
- We are evidence-based.
- We are open and transparent.
- We are inclusive.
- We strive for improvement.

Service and team	About the role

Clinical Networks (CNs) operate for prescribed conditions (stroke; maternity and children, diabetes, Respiratory and mental health. These CNs provide an organisational model through which professionals and organisations will come together with the patients' voice, working across boundaries, to deliver programmes of continuous quality improvement. These programmes will contribute to the achievement of outcome ambitions for patients, and benefit population health, where there is a need for whole system or collective improvement endeavour.

As Network Clinical Lead, the post holder will work as part of the CN support service across the North West coast footprint.

As a Clinical Lead, the post holder will work as part of a dynamic Clinical Network support service across the geographical region of the North West Coast (Cheshire & Merseyside) The post holder will support the strategic and operational development and delivery of coherent and effective network arrangement in a given geographical area, ensuring activities are aligned to and support commissioners in achieving outcome ambition s for patients and benefits to population health.

The post holder will have responsibility for clinical leadership, advice and engagement.

Key aspects of this role will be to:

Key Job specifics and responsibilities	Key accountabilities	

- To provide professional and clinical leadership to an agreed network/networks in the defined area
- To provide clinical advice to constituent organisations (commissioners and providers) in relation to the activities of a specific clinical network(s)
- To communicate the Clinical Networks, focus on quality and outcomes from national through to local level, allowing the local networks to feed ideas and input back to NHS England (as appropriate)
- To provide leadership for improving and safeguarding quality

Improving quality and outcomes

- To provide clinical leadership and act as a champion for the Respiratory Clinical Network, for the Long COVID programme.

- To foster a culture of multi-professional engagement in the improvement of care across integrated pathways for a specific condition or patient group. This will include ensuring clinical colleagues are fully committed to the delivery of ambitious programmes of quality improvement.

- To ensure quality improvement programmes benefit from the best clinical expertise available.

- To promote programmes of programmes of quality assurance (such as clinical audit), which support individual professional development and also inform commissioner and provider organisations.

- To maintain credibility with all key players within the network community, fostering a culture of collaboration for the delivery of

Key Functional Responsibilities

Operational

No specific staff or financial accountabilities.

Key Working Relationships

- Operate effectively in a flexible and demanding environment and proactively engage with stakeholders.
- Lead as an expert; integrating systems and managing effective working relationships with the appropriate stakeholders.
- Drive and challenge each key working relationship to innovate with drive reform to achieve agreed objectives.
- Manage potentially aggressive and/or antagonistic situations with staff and stakeholders within change programmes for successful outcomes, often dealing with complex and conflicting issues with staff and stakeholders.

equitable, high quality care. At times this will include acting as an 'honest broker' reconciling conflicting views and interests.

- To understand, communicate and support the implementation of clinical policy relating to the Respiratory Clinical Network (including NICE Quality Standards and Outcome Strategies).

- To promote a culture of innovation, developing strong partnerships with Academic Health Science Networks and other academic and education structures and other key stakeholders.

- To chair the meeting/specific groups as appropriate.

- To ensure that clinical leadership is central to the delivery of all Network and NHS England and NHS Improvement activities

- To work collaboratively across the NHS England matrix, particularly the Operations and Medical Directorates.

- To provide clinical leadership for the development and delivery of network activities in a given geographical patch.

- To foster and promote a culture of clinical engagement and influence ensuring the Clinical Network is truly clinically led.

- To create and maintain network structures that support widespread multidisciplinary involvement including doctors, nurses, allied health professionals and clinical scientists.

Enabling patient and public involvement

- To act as a champion for patients and their interests and involve the public and patients in the policy development and decision-making of Networks.

- Employ effective communication, negotiation and influencing skills to enable stakeholder relationships to deliver objectives over the duration of projects/programmes.
- Represent the Sector in sensitive and political situations, delivering difficult messages where required to high-level audiences.

- To ensure all public and patient contact with the office is of highest professional standard.

- To embed patient and public involvement within NHS England and NHS Improvement at all levels of decision making.

Promoting equality and reducing inequalities

- To uphold organisational policies and principles on the promotion of equality.

- To create an inclusive working environment where diversity is valued, everyone can contribute, and everyday action ensure we meet our duty to uphold and promote equality.

Partnership and cross boundary working

- To effectively engage with other clinical networks where synergies exist around the achievement of outcome ambitions and integrated care pathways.

- To engage and develop collaborations for quality improvement across whole health communities, for the realisation of equitable access to quality care and the achievement of outcome ambitions for patients.
- To work with other structures, including Academic Health Science Networks aligning innovation, education, informatics and quality improvement.
- To work with national level bodies ensuring alignment of policy and service transformation for patients

Leadership for transformational change

- To model a collaborative and influencing style of working, negotiating with others to achieve the best outcomes. Embedding this approach across the Directorate.

Using insight and evidence for improvement

- To use insight in the use of evidence of analytics to inform quality and clinical improvement.

- To promote the systematic application of the quality framework tools such as NICE Quality Standards, Quality Accounts etc.

Developing an excellent organisation

- To provide leadership and management to the defined clinical area within the Clinical Network.
- To support the organisation's ways of working, model it's values and champion the NHS Constitution
- To ensure the health, safety and wellbeing of all staff within the networks.
- To ensure compliance with all confidentiality and governance requirements within the networks.
- To adhere to relevant Code of Conduct.

Person specification				
Criteria		**Essential**	**Desirable**	**Evidence***
Qualifications	Educated to degree level in a clinical or scientific discipline	√		A/I
	Postgraduate or management qualification		√	A/I
	Registered medical practitioner with current GMC registration		√	A/I
Knowledge and experience	Knowledge and experience of working in formal clinical networks within the NHS		√	A/I
	Good understanding of health system dynamics	√		A/I
	Knowledge of evidence-based policy making and NHS governance	√		A/I
	A good understanding of how to use data and financial incentives to improve quality and productivity	√		A/I
	Track record of delivering major change programme to transform clinical services	√		A/I
	To have a good understanding of integrated models of care across primary, secondary, tertiary and community care and appreciation on NHS contracting processes	√ √		A/I A/I
	Senior leadership experience in the NH, operating at or close to Board level	√		A/I
	Significant experience in clinical leadership at a strategic level	√		A/I
	Experience of operating in complex, highly political environments	√		A/I
	Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals	√		A/I
	Experience of developing, applying and reviewing an evidence-based approach to decision making	√		A/I
Skills, Capabilities & Attributes	The ability to build excellent collaborative networks	√		A/I
	The ability to deal with ambiguity and complexity	√		A/I
	Able to navigate and negotiate the NHS and the wider health, social care and political landscape	√		A/I
	Excellent leadership skills and the ability to build and motivate high performing teams	√		A/I
	Highly developed interpersonal skills, negotiation, conflict management, feedback, partnership working and coaching skills	√		A/I

		√		A/I
	Able to assimilate complex and lengthy information and make decisions in an ambiguous and fast-moving environment	√		A/I
	Ability to communicate with stakeholders and the media, and convey complex messages to different recipient groups	√		A/I
	Able to develop effective and mutually supportive relationships with key partners within and without organisations	√		A/I
	Strong intellectual, strategic, and systemic thinking skills, with the ability to think creatively and laterally to achieve outcomes.	√		A/I
Values and Behaviours	Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes	√		A/I
	Demonstrably involves patients and the public in their work	√		A/I
	Consistently put clinicians at the heart of decision making	√		A/I
	Values diversity and difference, operates with integrity and openness	√		A/I
	Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others	√		A/I
	Uses evidence to make improvements, seeks out innovation	√		A/I
	Actively develops themselves and others	√		A/I
	Demonstrable commitment to partnership working with a range of external organisations	√		A/I
Other	Able to travel across various sites where required	√		A/I

* Evidence will take place with reference to the following information:	
A	Application form
I	Interview
T	Test or Assessment
C	Certificate