

Recruitment Profile

Job Title: Clinical Lead– 8C

About the Job

The post holder will have responsibility to lead and set strategy for a range of agreed Workforce Transformation Programmes. To provide the Clinical knowledge, expertise and leadership to ensure the programmes deliver innovation, transformation in support of the Transformation Programme Lead.

The post holder will work collaboratively with Stakeholders, Arms Length Bodies, CQC, Education Providers and other key partners to drive the delivery of the strategy across the region, and to ensure the delivery of the agreed outcomes within the timescales.

The Post holder will provide guidance and support for education and training within clinical learning environments across the local office footprint.

The Post holder will deputise for members of the Senior Leadership Team at local and national level and will be the nominated deputy for the Regional Chief Nurse/AHP lead as required.

Organisation Structure

To be added post consultation

About Us

HEE provides leadership for the education and training system. It ensures that the shape and skills of the future health and public health workforce evolve to sustain high quality outcomes for patients in the face of demographic and technological change. HEE ensures that the workforce has the right skills, behaviours and training, and is available in the right numbers, to support the delivery of excellent healthcare and drive improvements through supporting healthcare providers and clinicians to take greater responsibility for planning and commissioning education and training.

Our **ambition** is to be the best organisation of our type in the world by living our values every day.

Our Core **Values** are that everyone feels **valued and respected** and are **included and involved** in everything that affects them; are **trusted** to make decisions with clear reasons in order to **be empowered** to deliver; are committed to clear, **effective communication**, which is transparent and open when sharing information; takes **pride and has integrity** in everything we do and recognises that everyone has a significant contribution whilst taking **personal responsibility and accountability** for actions and behaviours.

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About You

This section details the personal attributes we require for this role. If you feel these describe you we would welcome your application

Behaviours and Values

- Operate in a highly political and sensitive environment with strong leadership and communication skills.
- Act in a way that is compliant with Standing Orders and Standing Financial Instructions in the discharge of this responsibility
- Regularly assesses performance and risks and uses the results to make improvements and promote best practice. Promotes a safe environment for exchange of views and ideas
- Leads by example. Actively acts as a role model in own behaviour and fosters an inclusive culture
- Visible leader who has the ability to listen, learn and take appropriate action
- Upholds the values of
- Maintains a Professional Code of Conduct

Skills and Abilities

- Able to demonstrate value for money for the current spend through tracking, managing and delivering agreed benefits
- Analyse, interpret and present data to highlight issues, risks and support decision making.
- Able to develop policy and procedure in support of the programme
- Constantly strive for value for money and greater efficiency in the use of these budgets.
- Use clinical and professional knowledge and expertise to make judgements at local level.
- Ability to coach and mentor at senior level.

Experience and Knowledge

- Clinical Knowledge and expertise at a senior level to give advice to Directors of Nursing and and clinical leads.
- Experience of leading wide scale complex change across a system.
- Developing a costed strategic plan ensuring best use of resources and best value for money. Co-ordinate the budget, monitoring expenditure against target areas
- Commissioning of projects and procurement of services to support project delivery. Procurement of support for complex projects involving external multiple stakeholders, ensuring all SFIs and procurement rules are adhered to and budget spend justified.
- In depth analysis, interpretation and production of complex and multiple reports including financial returns.
- All sub projects of the entire programme have research and evaluation identified to enable the measurement of outcomes led improvements, ie are we making a difference to patients and the public through this programme. This includes planning, developing and evaluating methods and processes for gathering, analysing, interpreting and presenting data and information.
- Knowledge and experience of education systems and processes.

Qualifications and Training

- Masters Level or equivalent experience.
- Clinical Qualification
- Current Registration with relevant professional body.

<ul style="list-style-type: none"> • Staff management including responsibility for supporting appraisals, development of staff, recruitment, performance management and where necessary processes such as grievance and disciplinary matters • Experience of the use of knowledge and information including the acquisition, organisation, and provision of the data. • Knowledge of strong governance arrangements. • Experience of complex stakeholder management. 	
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Expected Outcomes Job Title: Clinical Lead 8C -

<p>About your role</p> <p>This section details the outcomes and deliverables that would be expected from the role</p>	
<p>Engaging People/Key Working relationships</p>	<p>Delivering Results/Functional Responsibilities</p>
<p>Communicate, provide and present highly complex information to a wide range of internal and external stakeholders including</p> <ul style="list-style-type: none"> • STP Footprints • NHS England/NHSI • Local Authorities • Public Health England • NHS Chief Executives, Chief Nurses and AHP Leads. • Public Health England • Independent Sector • CCGs and GPs • Professional Clinical Leads at National Level. • Education providers • Health Education England National Team • Professional and statutory regulators • Sector Skills Councils (Skills for Health and Skills for Care). • Clinical Senate • CQC • AHSN <p>Commit to working and engaging constructively with internal and</p>	<ul style="list-style-type: none"> • Responsible for professional and clinical programme delivery. • Responsible for the delivery of the Transformation Programme, within the programme budget. • Develop effective working requirements with education providers to ensure outstanding contract matters are delivered. • Management of the Programme Budget. • To develop, assess risk and allocate resources to deliver the programme as required to ensure timelines/targets are met. • Procure/commission programmes of work as required. • To produce reports on progress against plas, LWABs and other Boards and Committees as required. • To coordinate and implement activities in relation to the programme. • Act as the clinical trouble shooter for serious issues of concern within clinical learning environments or education provision.

external stakeholders on a range of contentious issues.

Nurture key relationships and maintain networks internally and externally, including national networks.

Management and leadership

- To provide senior leadership for a programme covering multiple organisations and agencies.
- To lead and manage a team as required.
- To work closely with internal and external teams, stakeholders and organisations to lead, advise, support, facilitate, monitor and performance manage the implementation of the programme.
- To support HEE in driving transformation as well as value for money.
- Responsible for ensuring that the programme supports the delivery of the HEE Mandate and Annual Business Plan.
- Responsible for a County within the Local Office working alongside the County Dean providing expert advice and guidance to education providers and assurance to the local quality committee.
- Providing clinical and managerial leadership in support of challenged trusts in special measures or requires improvement.
- Coaching and leading members of the local office and the local office footprint in support of their role, eg Darzi Fellows, Associate Directors of Nursing.

Setting Direction and Service Improvement

- Leading the system to innovate and develop new ways of working that add value to the patient’s journey.
- Recommend policy improvement or changes across a system.
- Determine short, medium and long term business plans, achieving quality outcomes
- Responsible for governance of the Programme, including the stakeholder programme board.
- To support the implementation of national priorities in relation to the Programme.
- Provide the expertise to set up robust research and evaluation process in support of programmes.

Benefits Information

About the Benefits

This section details the benefits of working for HEE

What's great about this post?

- create transformational change in the future and current workforce to improve patient care
- work locally and regionally, influencing and shaping the transformation agenda
- provide programme leadership working with a range of stakeholders

What's the terms and conditions?

As an NHS employer the following terms and conditions apply to this post:-

Salary	£56,665 – 69,169 Plus High Cost Area Supplement of 20% of basic salary, subject to a minimum payment of £4,200 and a maximum payment of £6,469
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AfC Band 8c salary
Usually starting at the minimum and progressing on an incremental scale

Hours of Work	37½ hours per week. Monday to Friday
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Permanent, Fixed Term or Secondment	Permanent
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Leave and Bank Holidays: 27 days per year and 8 bank holidays, pro rata if part-time. Leave increases to 29 days per year after 5 years service and 33 days per year after 10 years service

Pension: The NHS Pension scheme is based on length of service and salary at retirement (not dependent on investment returns). It provides a retirement pension worth 1/60th of reckonable pay per year of membership. There is also the option to exchange part of the pension for cash at retirement, up to 25% of capital value

What other opportunities are available to me?

We'll be committed to your training and development from day one. When you join, you'll receive an induction and have the opportunity to attend a variety of skills-related courses, some on-line. Our learning and development strategy includes all the ways that we can support you to 'shine' and excel in your role and is open to our staff at every level in our organisation. It also includes Leadership and Management development and provides the opportunity to apply for funding to support personal development activity.

Other useful information

Your essential role will indirectly contribute to saving and improving people's lives. Job-sharing and part-time working is welcomed. Please indicate this on your application form. We are committed to implementing reasonable adjustments for people with disabilities. If you are successful, you will be issued with a contract of employment which will include a full statement of the terms and conditions of service and Job Description

