**Job Description**

**Job Title: Clinical Lead**

**Accountable to: Head of Service**  
Practice Plus Group’s mission is **Unlock Access to Excellence**. Our core values are;

* we treat patients and each other as they would like to be treated,
* we act with integrity
* we embrace diversity
* We strive to do things better together.

Patients can only access excellence if we commit to living our values in everything we do when we’re at work.



We believe in putting the patient first, regardless of the environment or their history. The health and justice population are one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

**The role**

We are looking for an experienced clinical lead to provide clinical leadership and management to the Liaison and diversion and Reconnect teams. Deputise on behalf of the Head of Service when required. Working closely with partners and stakeholders maintain a robust, high quality clinical service for patients. You will model a culture of compassion, care, courage, commitment, communication and competence.

As the Clinical Lead you will coach, line manage and develop staff from a clinical and non-clinical background; support and contribute to the service audits and governance and contribute to developing and reviewing clinical/nonclinical Local Operating Protocols for the site. You will also chair and facilitate a number of healthcare meetings with the team and different partners, provide clinical supervision and carry our investigations locally and for the wider region.   
  
As the Clinical lead, you’ll deliver workshops to develop the team’s learning in various areas such as clinical processes, documentation, patient care and joint Healthcare & stakeholder processes and work in partnership with the Head of Service to identify and mitigate clinical risk (risk register, incident reporting, quality assurance, service audits).   
  
Part of your role will require you to support the process of patient concerns, attend, contribute and progress actions from partnership meetings, oversee local patient engagement strategy and work in partnership with the Head of Service to ensure that protocols and standards are adhered to.

As Clinical Lead you’ll lead support team with safeguarding, have clinical responsibility of the rota and managing staffing shortages and skill mix.

You will contribute to our healthcare strategy and vision to:

**Provide** outstanding evidence-based care to our patients, seeking out, listening to and acting on their feedback, so that care is personalised and informed by what matters to them.

**Deliver** non-judgemental care that makes a real difference, as defined throughout our bespoke Health in Justice Competency framework.

**Inspire** excellence by forging strong links with our partners and stakeholders and providing a service that people can trust, feel safe within, and feel proud of.

**Promote** best practice, clinical supervision, evidence-based care and continuous quality improvement, embedding a culture of shared learning.

**Share** knowledge, skills and expertise to ensure safe care, building strong multi-disciplinary teams and supporting each other to do a great job. Encourage a shared learning approach to teaching.

**About you**

* Registered Nurse
* Evidence of management/leadership within a healthcare setting
* Current professional qualification (NMC)

* Evidence of Continued Professional Development
* Understanding of the complexities of multi-disciplinary and multi-agency working
* A non-judgmental and compassionate approach
* Excellent communication skills
* Existing line management experience and student nurse mentorship
* Understanding of clinical governance, health and safety, EBP and national standards
* Good IT skills and IT literacy
* Knowledge of healthcare policies and best practice
* Proactive problem-solving skills
* Flexible attitude to working arrangements
* Motivated as an individual and when working in a team
* Able to work within a busy environment
* Willing to learn and develop being committed to self-development
* Patient centred values



**Additional information**

**Disclosure and Barring Service -** a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

**Prison Vetting -** a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

**Police Vetting-** Local police vetting is required for this role in accordance with the National police vetting process.

**Education and Training -** continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.