

Job Description – Clinical/Professional Lead – Children, Young People and Maternity- One Bromley

Role Title:	Clinical/Professional Lead – Children, Young People and Maternity – One Bromley
Sessions:	1.5 sessions per week for CYP and 0.5 session per week for Maternity (may need to flex between roles)
Responsible to:	One Bromley Partnership Board
Line Management:	Senior Clinical Lead for One Bromley
Location:	Bromley and SE London
Tenure:	Three years, renewable

Role Summary

The Clinical Lead for Children, Young People and Maternity Services will play a key role in developing the interface and joint practice between and across commissioned and directly provided ICS children, young people, and maternity services.

The Clinical Lead will give support and advice to the continuous development of service pathways across health and care services and specifically advise and support the development of integrated working across health and social care agencies.

The Clinical Lead will work with relevant colleagues across the ICS to improve health and wellbeing outcomes for children, young people and families living in Bromley, and will work with a range of stakeholders in providing advice, guidance, and support in key priority areas.

Main responsibilities

The following are the key requirements identified for this role and the approaches needed for them:

- Care pathways development for CYP
- Improving the health and wellbeing of children and families
- Supporting the improvement of services and outcomes for pregnant women and their families
- Link to the work of the Maternity Voices Partnership
- Working closely with those involved with mental health services to improve CAMHS
- Supporting children and young people's safeguarding
- Engaging with other organisations to support health improvement of CYP

Key elements of the role include:

- Provide insight and support to the areas of work in support of improving health and wellbeing outcomes for children and young people, as well as linking into South East London Children and Young People's Transformation Board and SEL programmes (where relevant)

- Develop and strengthen partnerships around children and people by supporting joint working across primary care, acute care, community health, social care services and early years and education settings
- Ensure that service delivery is centred on children and young people and parental, outcomes focussed and protective of individual resident's dignity
- Play an ambassadorial role for the ICS, promoting a culture of openness and transparency, equality, and diversity
- Supporting a Population Health Management approach to identifying health and care priorities for children, young people and maternity services, and working with relevant agencies in implementing population health management approaches
- Being a member of our Clinical and Professional Advisory Group, CYP Programme Board and providing advice and guidance to the Bromley Borough Based Strategic Board.
- Work with local maternity services and Maternity Voices Partnership to help improve maternity services and the health of pregnant women.
- Ensure a strong preventive element to service developments for CYP and in maternity services.

Contacts and relationships

- Positively engage, involve, taking a coproduction approach with children, young people, pregnant women. Work closely with services for children and maternity services, acting as advocate for joined up and integrated working across health and care ICS agencies
- Actively look for potential opportunities with key contacts to improve overall service delivery and performance
- Connect and build trust with colleagues and patients across traditional boundaries - developing strong networks and relationships that work in service of patients and service users over organisations, places, or professional groups.

Clinical/service decision-making

- Make sound operational and clinical judgements that ensure safe and effective service provision across partner agencies and professions
- Listen with compassion to the needs, hopes and challenges of those they work with and serve, using this understanding to actively involve others in the decisions that affect their lives
- Support the Borough officer leads to gather, verify and assess all appropriate and available information to gain an accurate understanding of given situations and identifying a positive way forward.

Service delivery and outcomes

- Ensure that the needs of children, young people and their carers, and pregnant women are at the centre of the way that One Bromley organisations and the ICS delivers services
- Catalyse and embed ways to test and share new and innovative ideas and approaches that improve how we design and deliver care to our patients and population
- Ensure that service delivery is person centred, outcomes focussed and protective of individual service users' dignity
- Support service managers to ensure that services meet all relevant quality standards, specifically Ofsted, CQC, CCG and all relevant NICE guidelines
- Support the effective and efficient deployment of resources to achieve agreed outcomes and targets
- Work as a team member developing and maintaining effective working relationships
- Keep up to date with and contribute as appropriate to the development of relevant policies and procedures.

Creativity and innovation

- Enable, encourage, and test new ways of working across health and social care services, collaborating with and learning from stakeholders to achieve our collective ambition to improve the health and wellbeing of our population
- Seek out and embrace different ideas, perspectives, and challenges - being able to adapt and change course by continually learning from others around them.
- Adopting an innovative, creative, problem-solving approach
- Considers innovation in the workplace an ongoing responsibility and welcomes change and transformation as an integral part of both individual and organisation development
- Acts as a positive role model for innovation and a facilitator and agent for change.

Planning and organising

- Develops practical and realistic plans to achieve outcomes/objectives
- Considers the wider requirements regarding skills and resources in achieving plans/outcomes/objectives
- Ensures appropriate resources and levels of capability to deliver priorities

- Takes responsibility for delivery of plans, outcomes and objectives which may involve coordinating and organising others.

Communication

- Actively contribute to a culture of positive communication
- Support the Borough Lead to deliver presentations and training internally to staff and externally to partners/agencies/other stakeholders, where appropriate
- Work to ensure that the voices of children, young people and parents are heard in the planning and review of services
- Support the Borough Lead with CQC and Ofsted inspections, service developments and other relevant tasks and initiatives
- Commitment to principles of promoting equality and respecting diversity
- Determination and ability to navigate complexity and ambiguity in an effective way.

Financial Management

Effectively manage resources within your control and provide clinical advice to inform efficient use of resources and value for money.

Personal development

- Continually develop own clinical knowledge and practise with respect to service speciality and portfolio
- Maintain professional registration (e.g. GMC, NMC, etc.).

Equality and Diversity

- Act openly in ways that support equality and value diversity
- Help to develop and maintain an organisational culture that supports equality and diversity.

Person Specification

Clinical/Professional Lead for One Bromley

Supporting Evidence

In the supporting evidence of your application, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable	Assessment Method
<p>Education and qualifications</p> <p>Registered with the appropriate relevant body (e.g. GMC, NMC, GPHC or other professional body registration)</p>	√		
<p>Experience and Understanding</p> <p>Work in an organization or system that has impacted on care delivery in SEL</p> <p>Experience of previously working with a SEL health provider in a quality improvement capacity</p> <p>Have practiced in a professional capacity within SEL for more than 6 months</p> <p>Listed on a relevant 'Performers List' and undertaking at least one session of work per month in SEL</p> <p>Previous experience of working in a collective decision- making group</p> <p>Experience of providing leadership to a project</p> <p>Experience of informing and leading quality improvements to improve outcomes for patients</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p>	
<p>Skills and Abilities</p> <p>A general understanding of health and an appreciation of the broad social, political, and economic trends influencing it</p>	√		

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The ability to recognise key influencers and the skills in engaging them in order to implement quality improvements	√		
Able to engage effectively with a wide range of stakeholders, ensuring effective two-way communication with the member practices	√		
Able to facilitate and encourage active engagement	√		
Ability to communicate effectively across services and professional groups	√		
Ability to identify barriers and find solutions to support best-practice across all local practices	√		
Ability to influence others		√	
Able to plan and chair meetings with multi-professional colleagues	√		
Other			
Ability to lead and work within a team	√		
Ensures professional values and ethics are upheld	√		
Enquiring, critical approach to work	√		