

Job Description – One Bromley Clinical/Professional Lead – Learning Disabilities/Autism Spectrum Disorder

Role Title:	One Bromley Clinical/Professional Lead – Learning Disabilities/Autism Spectrum Disorder
Sessions:	One per week
Responsible to:	One Bromley Partnership Board
Line Management:	Senior Clinical Lead for One Bromley
Term of Appointment:	Three years, renewable

Job purpose

The Clinical Lead – Learning Disabilities/Autism Spectrum Disorder is a key post within the Bromley integrated commissioning team, working across One Bromley partners, the London Borough of Bromley, and other key stakeholders.

The postholder will provide clinical leadership to the Bromley Learning Disabilities (LD)/Autism Spectrum Disorder (ASD) programme, providing clinical input into the commissioning of improved services for people with LD and/or ASD. This may include clinical input into Care and Treatment Reviews (CTRs) and clinical input into work related to mortality reviews for people with learning disabilities.

Main responsibilities

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

- The postholder will provide clinical leadership to the Bromley learning disabilities/autism spectrum disorder programme, providing clinical input into the commissioning of improved services for people with learning disabilities and/or autism spectrum disorder.
- The postholder will lead work to deliver physical health checks for people with learning disabilities in Bromley, working with primary care and other colleagues.
- The postholder will lead work to deliver service and system transformation in relevant areas and will have a key role in delivering parts of the Bromley Learning Disabilities Strategy and Bromley ASD Strategy.
- The postholder may be called upon to provide clinical input into Care and Treatment Reviews (CTRs) and/or to provide clinical input into work related to mortality reviews for people with learning disabilities and/or autism spectrum disorder.

Contacts and relationships

- Positively engage with external agencies and act as advocate for the organisation
- 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 over organisations, places, or professional groups.

Clinical/service decision-making

- Make sound operational and clinical judgements that ensure safe and effective service provision

- 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 lead to gather, verify and assess all appropriate and available information to gain an accurate understanding of the situation.

Service delivery and outcomes

- Ensure that the needs of service users and their carers are at the core of the way MHC 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 Manager to ensure that the service meets all relevant quality standards, specifically CQC, ICS 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 relevant policies and procedures

Creativity and innovation

- Encourage and test new ways of working together, collaborating, and learning from each other 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.
- Takes an innovative and creative approach to solving problems
- Considers innovation in the workplace an ongoing responsibility and welcomes change as an integral part of both individual and organisation development
- Acts as a positive role model for innovation and a facilitator for change

Planning and organising

- Develops practical and realistic plans to achieve outcomes/objectives
- Considers the wider implications with regards to skills, 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, where appropriate
- Support the borough lead with CQC inspections, service developments and other relevant tasks

Financial Management

- Effectively manage resources within your control.

Personal development

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

Equality and Diversity

- Act in ways that support equality and value diversity
- Identify and seek to mitigate the negative impact of health inequalities in local services
- Help to develop and maintain an organisational culture that supports equality and diversity.

Eligibility

- Current government guidance requires anyone working in a care home to be double vaccinated against COVID-19 (unless an exemption applies). Evidence of vaccination status (including any relevant exemption) must therefore be provided.

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