

## Job Description – Clinical/Professional Lead for Population Health Management and Personalisation for One Bromley

<b>Role Title:</b>	Clinical/Professional Lead for Population Health Management and Personalisation for One Bromley
<b>Sessions:</b>	Up to 2 per week (roles can be split)
<b>Responsible to:</b>	One Bromley Partnership Board
<b>Line Management:</b>	Senior Clinical Lead for One Bromley
<b>Location:</b>	Bromley and SE London
<b>Tenure:</b>	Three years, renewable

### **Role Summary**

The Clinical Lead for Population Health Management and Personalisation will play a key role in developing insight, planning and practice across commissioned and directly provided ICS services to improve physical and mental health outcomes, promote wellbeing and reduce health inequalities across the entire Bromley population, with a specific focus on the wider determinants of health including housing, employment, education.

The Clinical Lead will give support to senior leaders and frontline teams to understand current health and care needs and predict what local people will need in the future so that a personalised response to current and future health and care needs might be developed and implemented. Tailoring better care and support for individuals, designing more joined-up and sustainable health and care services and make better use of public resources.

### **Main responsibilities**

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

#### **Population Health Management**

- To act as the clinical lead for population health management across the integrated care system.
- Champion population health systems and processes and drive forward development and implementation across One Bromley
- Provide clinical insight and leadership into data advancements, including business intelligence, risk stratification, data linkage, storage, and processing.
- Support the development of shared working across ICS organisations to develop and strengthen population health capabilities.
- Prioritise the reduction of inequalities in access and outcome across the varied populations of Bromley.

#### **Personalisation**

- Support and encourage the role of patients and clients (and their families) to actively participate in their care and well being
- Help services to develop and implement models of personalised care
- Support the implementation of personal health budgets
- Link with SEL ICS to develop the personalisation agenda

## Contacts and relationships

- Positively engage with ICS services and key partner agencies and act as advocate for population health management and personalisation 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
- Listen with compassion to the needs, hopes and challenges of those we 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 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 relevant policies and procedures

## Creativity and innovation

- Encourage and test new ways of working across health and social care services, 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

- Consider wider implications, with regard to skills and resources, of achieving plans/ outcomes/objectives
- Ensure appropriate resources and levels of capability are in place to deliver priorities
- Take appropriate 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 and other inspections, service developments and other relevant tasks

### **Financial Management**

- Effectively manage resources within the postholder's control.

### **Personal development**

- Continually develop own professional 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.

## 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><b>Education and qualifications</b></p> <p>Registered with the appropriate relevant body (e.g. GMC, NMC, GPHC or other professional body registration)</p>	√		
<p><b>Experience and Understanding</b></p> <p>Work in an organisation 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>Knowledge and experience of working within the Bromley health and care system and an understanding of its population</p> <p>Evidence of special interest in relevant area</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>√</p> <p>√</p>	

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<p><b>Skills and Abilities</b></p> <p>A general understanding of the health economy and an appreciation of the broad social, political, and economic trends influencing it</p> <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 multi-way communication with the GP practices and other partners</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 and motivate 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>√</p>	
<p><b>Other</b></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>		