

Job Description –Joint Chair and Senior Clinical & Professional Lead for One Bromley

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| Role Title: | Senior Clinical & Professional Lead for One Bromley |
| Sessions: | up to 4 |
| Responsible to: | Bromley Local Care Partnership |
| Location: | Bromley and SE London |
| Tenure: | Three years, renewable |

Role Summary

This is a key leadership role in Bromley that will act as joint chair for the One Bromley Local Care Partnership (LCP) and provide overall clinical leadership to the Bromley system. The post is a significant leadership role, working within the joint leadership with Bromley Council.

The postholder will be required to work at the highest level, providing and supporting clinical and professional leadership, and acting as overall clinical and professional lead for the LCP. The postholder will be expected to have demonstrable experience of working at this level and an understanding of health and social care systems. This role requires the ability to co-ordinate and harness clinical and professional leadership in other organisations for the benefit of patients and the population of Bromley.

The individual will need to work in partnership with other clinical and professional leaders in the Bromley system and represent Bromley at SEL level and beyond if required.

The role is expected to be supported by at least 2 other senior clinical and professional leads who whilst having their own areas of responsibility, will be able to deputise for this role. These three senior individuals will be expected to provide guidance, support, and supervision for other clinical and professional roles

Main responsibilities

- Jointly chair the One Bromley Local Care Partnership Board, with the London Borough of Bromley Council Leader
- Work with the One Bromley Executive to ensure that there is appropriate clinical and professional input to service development and transformation
- Work with senior system leaders to improve the health and well-being of Bromley residents and patients
- Work with senior system leaders across all local organisations to improve the quality and accessibility of health and care services
- Represent Bromley at ICS, London, and national level where appropriate
- Provide clinical leadership for designated areas (to be determined with postholder)
- Together with two additional senior clinical/professional leads, provide direction and supervision to other clinical/professional postholders
- Provide strategic and operational input to the work of One Bromley
- Play a leadership role in the further development and work of the Bromley Clinical and Professional Advisory Group
- Be the clinical lead for patient and public engagement
- Play a leadership role in public and patient events

- Play a leadership role in engagement with local political leaders

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

Contacts and relationships

- Positively engage with external agencies and act as advocate for Bromley
 - 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 One Bromley and its constituent partner organisations deliver 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
- Support organisations and the LCP core team to ensure that services meet 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.
- Take an innovative and creative approach to solving problems
- Consider innovation in the workplace an ongoing responsibility and welcome change as an integral part of both individual and organisation development
- Act 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 clinical/ professional 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 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>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> | |

ONE BROMLEY

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| <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> <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>√</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> | | |