

### Job Advert

Post Title	Bexley Local Care Partnership Clinical/Care Professional Lead – Frailty (including care homes)		
Band/Salary Scale	Backfill at benchmarked rates, dependent on contractual arrangement		
Hours	Flexible (estimated at 1-2 sessions per week)		
Base	Civic Centre, Bexleyheath		
Closing Date	9 <sup>th</sup> May		
Interview Date	tbc		
Recruiting Manager	Laura Williams	Contact Details	T: E: <a href="mailto:laura.williams@bexley.gov.uk">laura.williams@bexley.gov.uk</a>

#### Organisational context

The South East London Integrated Care System (ICS) brings together the health and care partners that serve our vibrant and highly diverse populations resident in the London boroughs of Bexley, Bromley, Greenwich, Lambeth, Lewisham and Greenwich - our Places which we collectively refer to as South East London (SEL)

Our vision for the ICS is a high performing, sustainable system that looks after its staff, responds to its communities and takes action to reduce the inequalities they experience. As a new organisation we have developed a system development plan <https://www.ourhealthiersel.nhs.uk/SDP-8-November-2021.pdf> that outlines the way in which we seek to operate and the steps we will take to realise the full potential of our partnership.

A key part of this new organisation and its success will be the involvement and development of its clinical and care professional (C&CP) leadership resource, all of whom will be expected to model behaviour that is fully aligned with these principles.

We have been working collaboratively as a system to identify how we can embed a more comprehensive and diverse model of clinical and care professional leadership across the system in a decentralised but coherent way, which ensures we have the appropriate capacity and capability we need to effectively contribute to systems leadership, improves the experience and outcomes for people living in SEL, enables us to achieve our ambitions as an ICS, and endures beyond any future NHS reorganisation.

We have engaged extensively with local leaders in SEL over the last year, mapped existing programmes and C&CP leadership capacity, reviewed the evidence, and taken inspiration from other parts of London, the UK, and internationally to co-develop a proposal that is functionally driven, aligned with NHS England guidance for ICSs on supporting clinical and care professional system leadership, and underpinned by a set of shared design principles that will create the conditions for clinical and care professional system leaders to develop the capabilities to make system leadership a truly impactful, rewarding and joyful experience – for them and our system.

Our vision for clinical and care professional system leadership is for a vibrant community of leaders working across boundaries all over south east London, with clinical and care professional expertise at the centre of how decisions are made and enacted across the system in the interests of our patients and population.

We want to support an environment where clinical and care professional system leaders have the capabilities, opportunity and motivation to make system leadership a truly impactful, rewarding and joyful experience for them and our system.

We have developed a series of design principles that will ensure the C&CP system leadership is fully integrated with executive and managerial leadership in our ICS operating model, system governance, structures and networks as a core required function of the SEL Integrated Care Board.

It is designed to support delivery of a clear, purposeful and motivational ICS strategy to improve health outcomes for the population of south east London and is focused on key functions and programmes of work that have a clear benefit of being addressed at system level and what leaders can collectively contribute to the broader system. It is essential that our C&CP leadership group is Inclusive and reflective of the diversity, breadth and depth of our system across care settings, place, organisations, professional groups and networks and the population we serve. It is further designed to support the development of skills, behaviours, tools and relationships required to maintain a community of innovative and impactful system leaders working effectively across spatial, organisational and professional boundaries. Through all of this we will be able to support, develop and sustain a culture of learning underpinned by psychological safety in all aspects of this work.

It is not essential that you have experience of leadership at system level. We will be providing development support for all of those with the skills and appetite to step into leadership roles at borough and ICS level and are keen to ensure a more diverse range of clinical and care professionals able to participate in system leadership roles – better reflecting our ambitions around integration and the multidisciplinary nature of care, as well as the diversity of the communities we serve.

This development support on offer will be through the SEL System Leadership Collaborative, which is being designed specifically to increase our pipeline for these key roles in SEL. Principally we are looking for health and care professionals with the energy, ability and enthusiasm to drive improvements in care across organisational boundaries and improve outcomes and tackle inequalities in our population across SEL through closer collaboration.

### **The role**

The purpose of this post is to provide effective leadership and expertise to support the development and delivery of the SEL CCG frailty, dementia and care homes agendas. You will lead the development of the service ensuring evidence-based practice is adhered to. You will ensure that there are clear lines of communication with all Bexley partner teams to increase knowledge and skills surrounding frailty.

We are looking for a clinical or a care professional with experience in supporting individuals and their carers living with frailty, dementia and/or people residing in a care homes who will provide expertise to commissioners with regards to planning, to commissioning intentions and delivery of frailty, dementia and/or care home projects. You will apply your knowledge and skills from hands on experience to inform the redesign and commissioning of services.