

Role outline

Role	Long Term Conditions Clinical Lead
Responsible to:	System Development Programme Lead
Accountable to:	Healthier Greenwich Partnership
Hours	Up to 0.1 wte dependent upon candidate and additional funding
Remuneration	Subject to discussion / backfill
Term of Appointment	One Year with option to extend for additional year
Notice Period	Three months

Clinical/Care Professional Lead for Long-term conditions

Role overview and main responsibilities:

South east London Clinical Commissioning Group (SEL CCG) is seeking two Long-Term Conditions Clinical or Care Professional Leads to support the development and implementation of key system development workstreams in the Greenwich system.

Currently there are two major programmes of work being focused on, these are:

- Diabetes and weight management/obesity
- Respiratory

The post-holder would, however, need to be flexible and provide support to any other long-term conditions work programmes, as required. These could include conditions such as cardiology, stroke, and neuro-rehab and MSK related conditions.

The post-holder would work closely with members of the Bexley and Greenwich System Development Team, as well as other health, social care and voluntary/leisure sector organisations, including patients with lived experience.

The System Development (SD) team supports elective care recovery, planned care and long-term condition priorities across Bexley, Greenwich, and Lewisham. Areas of focus are guided by local inequalities and service delivery challenges which require a multi-partner response, as well as south east London and national planning priorities.

Each programme is delivered with an equal focus on task – the component parts of a pathway, relationship – the culture, behaviours and interactions which underpin each pathway of care and patients – involving patients in end-to-end redesign. Work takes place at the interface between services and professions, with clinicians supported to drive change through a process of enquiry and the

exploration of possibility – focusing on what works well, where improvement is required and how other local and national action can guide change.

The post-holder would be required to attend the Greenwich programme boards to provide clinical or care expertise for the workstream they are supporting. In addition, the post-holder may be required to attend Bexley, Greenwich and Lewisham or South East London Boards to represent Greenwich within that long-term condition field.

Main responsibilities

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 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

- Contribute towards the development and implementation of long-term conditions programmes of work
- 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 local and South East London leads 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 services are designed and delivered
- 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 colleagues to ensure that the service meets all relevant quality standards, specifically 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 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 relevant to the role (e.g. GMC, NMC, etc.)

Equality and Diversity

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

Person Specification

Clinical Lead – Long Term Conditions

Supporting Evidence

Please demonstrate how you meet the personal specification outlined below in the personal statement section of the expression of interest form. Please demonstrate your experience by giving specific examples of when and how you met the criteria within the person specification below.

Factors	Essential	Desirable	Assessment Method
<p>Education and qualifications</p> <p>Registered with the appropriate relevant body (e.g. GMC, NMC or GPHC registration)</p>	√		
<p>Experience and understanding</p> <p>Currently works in, or closely with, the Greenwich healthcare system</p> <p>Demonstrate experience of collaborating across boundaries / professions (and outside of substantive organisation / profession)</p> <p>Experience of leading change project / programmes, including engagement across organisational / professional boundaries.</p> <p>Experience of engaging primary care in change</p>	√	√	
<p>Skills and abilities</p> <p>Able to translate and present complex / contentious information into a simple summary for a range of audiences</p> <p>Able to facilitate and encourage active debate and manage dissent in a respectful way</p> <p>Able to see the bigger picture and appreciate the views of different stakeholders</p>	√		

Understanding of the relational and process elements of a change process		√	
Naturally builds networks and relationships as part of their approach	√		
Personal attributes			
Respectful as a default in all situations	√		
Enquiring approach to issues and work	√		
Self-aware and high degree of emotional intelligence.	√		