

<b>Role</b>	<b>Clinical &amp; Care Professional Lead (Clinical)</b>
<b>Responsible to:</b>	Chief Operating Officer, Greenwich ICS
<b>Accountable to:</b>	Healthier Greenwich Partnership
<b>Hours</b>	0.3 to 0.4 wte dependent upon candidate
<b>Remuneration</b>	
<b>Term of Appointment</b>	One Year with option to extend for additional year
<b>Notice Period</b>	Three months

### **ROLE PURPOSE**

The quality of care that residents and patients receive depends first and foremost on the skill, compassion and dedication of our staff across Health and Social Care. The more engaged staff are, the better the outcomes for residents and our organisations generally. There are two professional leadership roles (Clinical, Social Care) whom together provide collective Health and Social Care leadership across our Greenwich System as part of the SEL ICS.

As a member of the Healthy Greenwich Partnership the primary responsibility of the Clinical Professional Lead role is to galvanise clinical opinion to;

- Provide overall clinical leadership and management together with the Professional (Care) lead for clinical care leads across the Greenwich system.
- Champion and role model effective clinical leadership, developing the clinical and care professional leads, building a collegiate approach to improvements with primary, community and secondary care.
- To coach/work alongside each of our clinical and care professional leads (15 roles), and helping them each play their part in the clinical collegiate
- Influencing point-of-care innovation and improvement in pathway developments, processes and individual care practices right across our Greenwich system to achieve reduction in inequalities of care, increase quality and safety of care outcomes for residents and patients.
- Support delivery of our Greenwich improvement plan, through our agreed priorities:
  - Improving Mental Health & Wellbeing
  - Healthy Weight & Active Life
  - Start Well
  - Prevention & Live Well
  - Developing our Health & Care System.
- Supporting system organisations deliver efficient improvements to support financial improvement programmes across system from a clinical perspective.
- Contribute to the development and implementation of the Healthier Greenwich Partnership long term vision, strategic direction and governance arrangements.
- Together with support from the Chief Operating Officer, Place Executive Lead and the Care Professional lead, lead the effective management of clinical leads

that support delivery of effective, safe and high-quality care to residents and patients.

- To support the continuous evolution and systematic approach to quality initiatives.
- To provide strong and empathetic clinical system leadership, breaking down barriers, putting the patient/resident at the heart of improvement work
- To support the Healthier Greenwich Partnership to have best clinical input into delivery of its targets, goals and objectives from a clinical perspective
- To increase awareness of the HGP with clinical teams across the Greenwich system.

The post-holder will support constituent organisations of the Healthier Greenwich Partnership, and represent HGP at South East London ICS meetings where relevant. Although the focus of the role is in Greenwich it may involve working with clinical leads in other boroughs and across South East London where appropriate.

### **Contacts and relationships**

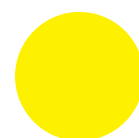
- Positively engage with external agencies and act as advocate for Healthier Greenwich Partnership and partner organisations, in particular across our GP practices, Oxleas (MH and Community Trust) and Lewisham and Greenwich NHS Trust.
- Actively look for potential opportunities with key contacts to improve 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 across the system
- 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 Place based team, 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 the population, service users and their carers are at the core of the way HGP 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 the service meets all relevant quality standards, specifically CQC, ICB, 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 systems 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**

- Takes responsibility for the development of our clinical leads and future successors through an improvement plan. This will include clarity of plans, outcomes and objectives which may involve coordinating and organising others
- Considers the wider implications with regards to skills, resources in achieving plans/ outcomes/objectives
- Ensures appropriate resources and levels of clinical capability to deliver priorities

### **Communication**

- Actively contribute to a culture of positive communication
- Support the Chief Operating Officer and Place based Executive to deliver presentations and training internally to staff and externally to partners/ agencies, where appropriate
- Support the Place based team with CQC inspections, service developments and other relevant tasks

### **Financial Management**

- Effectively manage resources around clinical and care professional leadership, and their development

### **Personal development**

- Continually develop own clinical knowledge and practise with respect to service speciality
- Maintain professional registration, 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.

### **Equality and Diversity**

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- Help to develop and maintain an organisational culture that supports equality and diversity.

## **Person Specification**

### **Qualifications**

- Registered healthcare professional
- Qualification or evidence of special interest in lead area

### **Leadership**

- Be competent, confident and willing to give an unbiased strategic clinical or professional view on all aspects of HGP business as a system;
- Be highly regarded as a clinical or care professional leader, beyond the boundaries of a profession – demonstrably able to think beyond their own professional and organisational viewpoint;
- Have the skills and experience to plan and chair meetings with multi-professional and/or multiple stakeholder involvement;
- Be able to take a balanced view of the clinical and management agenda and draw on their specialist skills to add value

### **Knowledge**

- Knowledge and understanding of health, care and local government landscape, and integrated care agenda
- Knowledge and understanding of population health inequalities and how this impacts people's outcomes and experience of health and care provision
- Appreciation of the challenges facing a London Borough, and the interplay between ICS, Place and Neighbourhood. Understanding of system and its population

### **Experience**

- Recent experience of working within the English health and care system, preferably within urban settings.
- Making sound operational or clinical judgements that ensure safe and effective service provision
- Proven ability to engage people by the way they communicate and interact, including members of the public, clinical and professional leaders across organisations
- Working across boundaries and collaborative working, including with communities

### **Attitude**

- Ability to enthuse and motivate others
- Commitment to principles of promoting equality and respecting diversity
- Commitment to improving the health, care and wellbeing of Greenwich's population
- Determination and ability to navigate complexity and ambiguity in an effective way
- 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

**Skills**

- Strong interpersonal, communication and empathic skills and ability to maintain a positive and constructive profile across system partners
- Ability to influence and persuade, articulate a balanced view and encourage constructive debate with the confidence to question and challenge effectively
- Politically and publicly astute
- Ability to demonstrate effective system leadership behaviour

