

Job Description

Job Title	Clinical Lead for clinical networks – Wessex Cancer Alliance
Reference Number	
Directorate	Medical
Pay Band	Remuneration on sessional basis to employing organisation
Salary	2PAs
Responsible to	Medical Director WCA
Accountable to	WCA exec board
Responsible for	Clinical leadership and engagement for WCA in the activities of clinical networks
Base	Oakley Road, Southampton SO16 4GX

Job Purpose/Summary

The postholder will work with clinical and managerial colleagues from across WCA to define, design and implement the agreed programme of work. The post-holder will support the strategic and operational development and delivery of coherent and effective network arrangements across Wessex, helping to link the Alliance, the two Integrated Care Systems (Dorset, Hampshire and the Isle of Wight) and their constituent organisations, to deliver services that reflect both local need and capitalise on the opportunities that collaborative work practices provide, to support the delivery of high quality, cost effective care for all.

The post-holder will have responsibility for clinical leadership, advice and engagement and will deliver this using both their own expertise and other clinical colleagues across the network.

Key aspects of this role will be to:-

- To provide professional and clinical leadership to WCA
- To support clinical colleagues in constituent organisations in relation to the activities of clinical and operational delivery networks
- To be a member of the WCA clinical reference group

Key Job Specific Responsibilities

Improving quality and outcomes

- To be a clinical leader and champion for WCA in the work of the other networks
- To foster a culture of multi-professional engagement in the improvement of care. This will include collaborating and engaging with multidisciplinary clinical colleagues to deliver ambitious programmes of quality improvement.
- To promote collaborative programmes of work that will deliver improved care for people.
- To maintain credibility with all key players within the network, fostering a culture of collaboration for the delivery of equitable, high-quality care. At times this will include acting as an 'honest broker' reconciling conflicting views and interests.
- To understand, communicate and support the implementation and interpretation of national policy where applicable.
- To promote a culture of innovation, developing strong partnerships within and beyond the Alliance.

Enabling clinical leadership

- To ensure that clinical leadership is central to the delivery of the work programme
- To provide clinical leadership for the development and delivery of network activities in all areas of the network, recognising the need for localisation as well as network wide collaboration
- To foster and promote a culture of clinical engagement and influence ensuring the network is clinically led
- To support and help maintain the network structures that supports widespread multidisciplinary involvement including medical, allied health professionals, clinical scientists and managers.

Enabling patient and public involvement

- To act as a champion for patients and their interests and support the appropriate involvement of the public and patients

Promoting equality and reducing inequalities

- To uphold the promotion of equality
- To ensure any pathway changes consider impact to equality with a robust approach ensuring no changes implement introduce new areas of inequity and where possible find opportunities to reduce existing inequalities

- To create an inclusive environment where diversity is valued, everyone can contribute, and everyday actions ensure we meet our duty to uphold and promote equality

Partnership and cross boundary working

- To effectively engage with other clinical networks where synergies exist around the achievement of outcome ambitions and integrated care pathways
- To engage and develop collaborations for quality improvement across the network, for the realisation of equitable access to quality care and the achievement of outcome ambitions for patients
- To work with other structures, including Academic Health Science Networks aligning innovation, education, informatics and quality improvement
- To work with national level bodies ensuring alignment of policy and service transformation for patients

Leadership for transformational change

- To model a collaborative and influencing style of working, negotiating with others to achieve the best outcomes. Embedding this approach across the Alliance and related networks

Developing excellent networks

- To help define and implement a network way of working; support this and model it's values and champion the evolution of the networks
- To ensure compliance with all confidentiality and governance requirements within the networks
- To adhere to relevant professional codes of conduct

Key Accountabilities

The postholder will be accountable to the Medical Director, and thereafter to the board of Wessex Cancer Alliance and the Elective Care Oversight Group for Dorset and Planned Care Programme Board for HIOW ICB

This job description and person specification are an outline of the tasks, responsibility and outcomes required of the role. The job holder will carry out any other duties that may reasonably be required by their line manager.

The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the Department and the Organisation.

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

Area	Essential	Desirable	Assessment
Values and behaviours			
Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes	√		A/I
Demonstrably involves patients and the public in their work	√		A/I
Consistently puts clinicians at the heart of decision making	√		A/I
Values diversity and difference, operates with integrity and openness	√		A/I
Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others	√		A/I
Uses evidence to make improvements, seeks out innovation	√		A/I
Actively develops themselves and others	√		A/I
Demonstrable commitment to partnership working with a range of external organisations	√		A/I
Skills and capabilities			
The ability to build excellent collaborative networks	√		A/I
The ability to deal with ambiguity and complexity	√		A/I
Able to navigate and negotiate the NHS and the wider health, social care and political landscape.	√		A/I
Excellent leadership skills and the ability to build and motivate high performing teams	√		A/I
Highly developed interpersonal skills, negotiation, conflict management, feedback, partnership working, and coaching skills	√		A/I
Able to assimilate complex and lengthy information and make decisions in an ambiguous and fast moving environment	√		A/I
Ability to communicate with stakeholders and the media, and convey complex messages to different recipient groups.	√		A/I
Able to develop effective and mutually supportive relationships with key partners within and without organisations.	√		A/I
Strong intellectual, strategic, and systemic thinking skills, with the ability to think creatively and laterally to achieve outcomes.	√		A/I
Knowledge			
			A/I

Good understanding of health system dynamics and the reform programme	√		A/I
Knowledge of evidence based policy making and NHS governance	√		A/I
A good understanding of how to use data and financial incentives to improve quality and productivity	√		A/I
Experience			
Track record of delivering major change programme to transform clinical services.	√		A/I
To have a good understanding of integrated models of care across primary, secondary, tertiary and community care and appreciation of NHS contracting processes	√		A/I
Senior leadership experience in the NHS, operating at or close to Board level	√		A/I
Significant experience in clinical leadership at a strategic level, ideally in other networks	√		A/I
Experience of operating in complex, highly political environments	√		A/I
Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals.	√		A/I
Experience of developing, applying and reviewing an evidence-based approach to decision making	√		A/I
Qualifications			
Educated to degree level in a clinical or scientific discipline	√		A/C
Post Graduate or management qualification		√	A/C
Clinician with current registration to appropriate professional body.	√		A/C

***Assessment will take place with reference to the following information**

A=Application form

I=Interview

T=Test

C=Certificate