Clinical Lead

## Job details

|  |  |
| --- | --- |
| Job title: | IPCC Clinical Lead |
| Department: | Basildon and Brentwood |
| Location: | Basildon and Brentwood |
| Reporting to:  (job title only) | Service Lead |
| Accountable to:  (where applicable) |  |
| Job purpose: | * The Clinical Lead will work across the Integrated Primary Community Care (IPCC) system ensuring that services have appropriate clinical governance, are clinically safe, effective and accessible to service users |
| Role and Responsibilities: | |  | | --- | | * Clinically lead teams and provide governance frameworks for services across the IPCC system to ensure that they are safe, effective and accessible to service users * Provide regular supervision to mental health practitioners working in different IPCC services * Attend strategic meetings as a senior leader to inform the wider IPCC agenda and future service delivery * Deliver in-house mental health training as required * Manage a small caseload of clients autonomously * Ensure that agreed SLAs and KPIs are met for the services they are accountable for * Report on service performance at internal business governance meetings * Develop and foster relationships with NHS and non-NHS health and social care services * Observe current health and safety working practices * Effectively use supervision to continually inform current practice * Keep up to date with continuous professional development (CPD) * Adhere to code of conduct and standards of proficiency as outlined by relevant professional body * Conduct clinical audit, routine outcome monitoring and reporting to inform evidence-based practice and service development changes * To lead on and implement service development initiatives * Maintain high standards of clinical record keeping * Behave in a manner consistent with VHG’s values * Attend multi-disciplinary team meetings and represent Vita Health Group in external meetings when required   Any other reasonable request as required |   **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders.   * Be aware of the impact of your behaviour on others * Ensure that others are treated with fairness, dignity and respect * Maintain and develop your knowledge about what EDI is and why it is important * Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team * Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice * Be prepared to speak up for others if you witness bias, discrimination or prejudice   Any other reasonable request as required |
| Additional information: | Travel will be required, so a full clean driving licence is desirable  VHG have highly successful services and value our clinicians who are offered regular clinical skills and case management supervision to achieve the best results possible for our clients |

## Person specification

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Mental Health profession such as – clinical/counselling psychologist, mental health nurse, social worker, occupational therapist, CBT therapist * Registered with relevant professional body, eg,– NMC, HCPC, BABCP      * Trained in at least **two** applied psychological therapy approaches * Completed formal supervisor training | * DBT trained * MBT trained * CBT for psychosis trained * EMDR trained * ACT/Mindfulness-based interventions trained * BABCP accredited * Listed on the BPS’ Register of Applied Psychology Practice Supervisors (RAPPS) |
| **Experience** | * Substantial experience of treating adults with a range of mental health difficulties using evidence-based psychological therapy approaches * Experience of clinically leading teams, working autonomously and thinking critically about service provision * Experience of running therapy groups and managing difficult group dynamics * Proven track record of service development initiatives and application of innovation * Substantial experience of supervising others * Ability to assess, formulate and treat complex and long-standing mental health presentations, such as emotionally unstable personality disorder, psychosis, bi-polar affective disorder * Experience of using validated psychometric tools and interpreting results to inform interventions * Experience of MDT working * Experience of delivering good quality training * Experience of working flexibly and collaboratively with key stakeholders to design, inform and improve services * Experience of attending high level meetings and representing the service at strategic meetings * Participating in regular clinical supervision of clinical practice * Knowledge and understanding of how physical health and social determinants interact and influence mental health and behaviour * Demonstrates robust risk assessment and management processes * Demonstrates high standards in written communication * Worked in a service where agreed targets in place demonstrating clinical outcomes * Ability to manage own caseload, time and diary management | * Experience of working in specialist services, such as recovery teams, CMHTs, Step 4 services, home-based treatment team * Experience of applying clinical leadership across different service contexts * Experience of designing and implementing clinical governance frameworks |
| **Skills/knowledge** | * IT literate – intermediate level minimum – ability to use patient-recording systems * Able to demonstrate clinical outcomes and meeting agreed performance targets * Demonstrates high standards in written communication. * Able to write clear reports and letters | * Knowledge of NHS patient recording systems such as SystmOne |
| **Personal competencies and qualities** | * Excellent verbal and written communication skills * Ability and willingness to travel in and around the Basildon and Brentwood area to conduct routine clinical practice * High level of enthusiasm and motivation * Ability to work individually or within a team and foster good working relationships * Ability to work under pressure * Excellent time management skills * An awareness of and commitment to supporting and facilitating diversity and inclusion * Willingness to travel to locations throughout the organisation as required | * Car driver |

# Version Control

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
| Date Published: | 03/12/2019 | Code: | TBC |  |  |

|  |  |  |
| --- | --- | --- |
| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
|  |  |  |
|  |  |  |