Corporate MSK Clinical Development Lead

## Job details

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| Job title: | Corporate MSK Clinical Development Lead |
| Department: | Corporate MSK |
| Location: | Remote (Occasional travel to London) |
| Reporting to:  (Job title only) | Corporate MSK Clinical Lead |
| Job purpose: | To oversee the Developmental Physio Programme, effectively coaching, developing, and supporting all staff from induction to sign off.   * You will work in a supportive environment closely with Team Leaders and the Clinical Lead to effectively coach, develop and support Development physiotherapists. * You will aim to support Development physiotherapists to achieve their clinical competencies, deliver effective evidence-based physiotherapy treatment and patient centred care within VHG. * You will contribute to the overall clinical excellence of the business through supporting service improvement, auditing, and coordination & delivery of weekly in-service CPD for the team. * You will play an important role in supporting recruitment and induction of Development physiotherapists. |
| Role and Responsibilities: | **Coaching & Leadership**   * Ensure all development physiotherapists have a clear development plan and are supported on clinical service queries throughout, in order to deliver effective evidence-based physiotherapy treatment in line with CSP, NICE and ACPOHE guidelines. * Lead monthly clinical mentorship 1:1s with development physios to support their on-going development and guide them through the development competency framework. * Encourage development physiotherapists to take ownership of their development and make use of CPD forms to ensure learning is targeted, measured, and clearly documented. * Offer leadership and guidance to development physios looking to understand their strengths and weakness, as well as potential progression pathways within VHG. * Ensure all development physiotherapists are clearly progressing through the programme, have tailored individual support, and are signed off within 12 months.   **Training & Governance:**   * To complete regular audits for development physiotherapists, providing constructive feedback and taking appropriate follow up measures to ensure clinical excellence. * To complete regular reviews of satisfaction for development physiotherapists, providing constructive feedback and taking appropriate follow up measures to ensure costumer service excellence. * Liaise with team managers and clinical lead where underperformance or knowledge gaps are identified and ensure support plans are implemented. * To liaise with clinical leadership team, provide feedback on the progress of the development physiotherapists and report on identified training needs. * Support development physiotherapists and team managers to report and investigate EOD’s and complaints, ensuring that complaints are managed effectively in line with VHG processes and procedures. * Facilitate weekly in-service training sessions, making use of the expertise and experience in the team and provide regular reading material to support the CPD of the development physiotherapists.   **Operational**   * Promote a collaborative relationship with Management, Clinical Leadership and Governance teams. * Communicate effectively with team and operational managers to ensure development physios experience all corporate service lines i.e., PMI and OH. * Support team and operational managers with recruitment and interviewing for development physiotherapist roles. * Support team and operational managers with induction and probation processes. * Support workforce planning by liaising with team and operational managers. * Organise quarterly development days with the support of operational managers and clinical lead. These should have targeted objectives in line with the development competencies framework. Development days should meet a variety of learning styles. * Work closely with Clinical Leads and Operations managers to ensure the competencies are up to date and in line with CSP, NICE and ACPOHE Guidelines * Seek feedback from development physiotherapists and Team Managers in order to continuously review the competencies framework and training provided. |
| Training and supervision: | * Monthly 1:1s with Clinical Lead * On-going operational support from management, clinical leadership and governance teams. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | BSc or MSc Physiotherapy  HCPC and CSP Registered | Further qualifications, training or CPD within the Occupational Health field. |
| **Experience** | Minimum 5-year experience in Corporate MSK or similar setting. | Experience in mentoring, undertaking supervisions and delivering training.  Experience in clinical auditing and analysing trends for future training needs.  Experience working in a corporate setting. |
| **Skills/knowledge** | Excellent understanding of the principles of Occupational Health Physiotherapy.  Experience in management report writing and knowledge of the factors involved in Return-to-Work planning.  Excellent verbal and written communication skills.  IT literate – intermediate level minimum - using electronic patient management systems. | Experience in using Microsoft teams |
| **Specialist training** | ACPOHE accreditation or committed to working towards this. | MACP Membership. |
| **Personal competencies and qualities** | High level of enthusiasm and motivation.  Ability to work individually or within a team and foster good working relationships.  Excellent time management and prioritisation skills.  Strong interpersonal skills.  An awareness of and commitment to supporting and facilitating diversity and inclusion.  Willingness to travel, which may include overnight stays on occasion, as and when required. |  |

# Version Control

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

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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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