



Job Description

Title of Post:	Clinical Development Lead
Responsible to:	Deputy Manager
Liases with:	Deputy Manager, Clinical Lead, clinical team, HR, staff, residents, relatives, external professionals, external training and development bodies.

Job Summary

The unit-based Clinical Development Lead will work collaboratively with the Deputy Manager and Clinical Lead to develop and deliver effective high quality, evidence based and person-centred education, training and supervision for the clinical team.

Main Duties & Responsibilities

1. Clinical

- Support and inspire clinical team to provide high quality care to residents and to implement evidenced based practice.
- Work alongside the clinical team to integrate education and practice development, thus enhancing the quality of care.
- Contribute towards the provision of safe and effective care to all residents, ensuring person centred care is provided.
- Introduce and maintain individual development plans for all clinical staff.
- Support the Clinical Lead, and clinical team, to ensure that individualised care and rehabilitation programmes are agreed for designated residents and that all programmes are evaluated regularly in accordance with The Care Act 2014 and The Health and Social care Act 2008
- Be a visible presence in the clinical setting to act as a point of contact for staff, providing support, advice and guidance.
- Work in a collaborative and cooperative manner with all members of the multi-disciplinary team ensuring that good communication is upheld.
- Act as a change agent in the furtherance of implementing best practice
- Be a positive role model to all members of the clinical team, working alongside them to develop and engage in best practice.

- Provide senior clinical knowledge and support for the completion of clinical competencies, ensuring these are signed off within the required timeframe.
- Develop and monitor induction plans for all new registered nurses joining the Organisation.
- Support the Deputy Manager and Clinical Lead in developing and monitoring nursing standards to ensure best clinical practice is in place throughout the Home.
- Provide clinical supervision for the clinical team.
- Facilitate, deliver and evaluate a range of suitable training programmes for the clinical team to ensure that this group acquire appropriate knowledge and skills, including mandatory training.
- Assist in any research and clinical audit programmes as may be required.

2. Management Responsibilities

- Comply with the Supervision and Performance & Development Review policy, ensuring that regular Supervision, Performance & Development reviews are carried out for the clinical team liaising with HR where required.
- Ensure that safe clinical practices are maintained within the clinical units and that trained nursing staff are working within professional, contractual and legislative guidelines.
- Work alongside the clinical team to encourage and enable improved resident care. Create and maintain positive working relationships within the clinical team.
- Establish an environment that promotes teamwork and continuum of care.
- Ensure that all nursing records are maintained in accordance with agreed standards and the Nursing and Midwifery Council's Record Keeping Guidance.
- Ensure that all regulations are upheld, particularly with respect to The Care Act 2014, and relevant sections of The Health & Social Care Act 2008, Health and Safety at Work Act 1974.
- Report any safeguarding concerns to the Clinical Lead, Deputy Manager and/or Registered Manager immediately. Champion the need for vigilance around safeguarding to all colleagues and be a role model for all staff in promoting an environment where concerns can be raised in a safe supportive confidential manner.
- Participate in quarterly Clinical Governance meetings to support the review of clinical standards and identification of areas for on-going development.
- Ensure complaints are handled in accordance with the Trust's Complaints Policy & Procedure and following Duty of Candour guidelines.
- Identify and celebrate good practice and share with the wider service.
- Contribute to relevant quality improvement including data collection, supporting change in clinical practice, evaluating clinical outcomes and writing reports.

3. Education and Training

- Work with the Deputy Manager, Clinical Lead and HR Department in maintaining a learning environment and leading on the teaching and education of clinical team.
- Contribute to the design and development of the induction programme for the clinical team.
- Develop and maintain an effective mentorship/preceptorship platform in place for all clinical staff.
- Establish external training links and opportunities for hosting external speakers and specialists at facilitated days and events.
- Promote and facilitate nursing and physiotherapy students at The Chaseley Trust.

5 Professional Development

- Maintain an active NMC PIN.
- Keep up to date with Revalidation requirements, identifying own learning needs and accessing training when required
- Ensure your own clinical competencies are maintained.
- Keep abreast of developments within the Trust and with other developments locally and nationally regarding health care matters.

6 General

- Contribute to the development of, and adherence to, all Trust Policies and Procedures
- Maintain confidentiality with regards to all information acquired in the role of Clinical Development Lead at the Chaseley Trust.
- Promote the business of the Chaseley Trust in a professional manner ensuring that an open and welcoming approach is adopted and that good customer care is exercised at all times.
- Attend both mandatory training and external training as required.
- Participate in yearly Performance and Development Reviews and attend supervision sessions
- Encourage equality, diversity and inclusion in the workplace by maintaining a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.

Final Statement

Please note, irrespective of the post held, and at all times you are responsible for the health and safety of yourself, colleagues, residents and visitors.

This job description will be agreed between the jobholder and the officer to whom he/she is accountable.

It is a reflection of the present position and will be subject to review and alteration in the event of any future development within the Chaseley Trust. It will be used as the basis for the determination of objectives.

Please sign and return one copy to HR.

Job Holder Name: _____

Signature: _____

Date: _____

Clinical Development Lead Person Specification

Attributes

Essential

Desirable

Physical Requirements

Mobile and fit to work
Ability to work flexible hours including nights when required
Able to manage own stress

Professional/Educational Qualifications

RN with active NMC PIN

Further education in related subject (s)
Training qualification.

Knowledge & Skills

Teaching & practice development.
Staff performance, supervision and appraisals.
Delivery of training programmes.
Extensive clinical experience.
Clinical Competency development.
Problem solving and critical thinking skills.
Excellent communication skills.
Excellent organisational skills.
Care Planning.
Risk assessments.
Clinical assessment skills.
Neuro-disability.
End of life care.
CQC and statutory legislation.
Quality Assurance/auditing.
Health & Safety.
Safeguarding Vulnerable Adults.
Mental Capacity Act.
Mental Health Act.
Customer awareness skills.
Computer skills.
Working knowledge of Care Act 2014 / Care Standards Act 2008.
CHC assessments.

PEG management,
Tracheostomy management,
Rehabilitation .

Work Experience

At least 2 years experience post-registration
Educating and developing staff within a clinical MDT environment.
Working with people with complex care needs

Experience of working in educational environment.
Experience in clinical supervision
Experience in change management

Personality Requirements

Patient, kind & caring.
Sensitivity to needs of others.
A positive role model.
Assertive and approachable.
Remain calm in difficult situations.

Other Requirements

Flexibility.
To participate in the On-call rota.

UK driving licence