

<b>Job title</b>	Clinical Lead- Wellbeing Centre	<b>Job family</b>	Healthcare
<b>Reporting to</b>	Wellbeing Centre Registered Manager	<b>Job code</b>	
<b>Location</b>	Office Based Role at Bristol Wellbeing	<b>Evaluation Date</b>	July 2022

## Job Description

### Job Purpose

- The post holder will be responsible for providing clinical leadership and overseeing clinical standards of all clinical staff within the service including the implementation and management of a supervisory regime that meets statutory and regulatory compliance.
- Provide line management support as required for clinical staff.
- The post holder will be involved in supporting the Centre Manager in the development of existing and new clinical services offered at the wellbeing centre.
- The post holder will ensure that our services are provided in a way that is consistent with our values, supporting and promoting an organisational culture that values: compassion, accountability, respect, excellence, and innovation.

### Responsibilities

#### Key Responsibilities

- Hold a clinical caseload, in particular CBT referrals, including some of the complex cases referred
- Ensure a high standard of Clinical Governance offered at the Wellbeing Centre
- Provide clinical leadership and oversee standards of all clinical staff within the service including be point of daily clinical escalation and safeguarding concerns
- Support the Centre Manager in the development of clinical services offered at the wellbeing centre.
- Provide clinical supervision to employed clinical staff and develop a supervisory regime that meets statutory and regulatory compliance.
- Support Centre Manager in the recruitment of evidence based therapy practitioners
- Be point of clinical escalation and support in evaluating and making recommendations about treatment options in the service.
- Support the effective and efficient deployment of resources to achieve agreed clinical outcomes and targets.
- Receive regular clinical supervision in accordance with Priory guidelines.

#### Leadership and People Management

- Provide line management support as required for clinical staff.
- Providing expertise and specialist advice, guidance and consultation to all clinical staff and other professionals in relation to all aspects of the clinical work of the service.
- Make decisions on suitability of new referrals, and provide advice/guidance on clients who are not appropriate for the service, i.e. referral onto other services, signposting or discharging back to the referral agent as necessary.

- Working with clinical staff to develop best practice in provision of psychological therapy services; ensuring effective pathways between the Wellbeing Centre and Priory secondary care services or other appropriate external services, include NHS services.
- To exercise autonomous professional responsibility for the assessment and treatment of clients in line with the service specification.
- Ensure clinical staff diagnose, formulate and implement plans for all psychological interventions, in accordance with evidence based practice and NICE Recommended treatments.
- Ensure clinical staff practise agreed risk assessment and management procedures.
- Ensuring clinical staff communicate information concerning clients in a sensitive and professional manner.
- Ensure all staff maintain the highest standards of clinical record keeping, in accordance with the information governance requirements outlined in the Security and Confidentiality Policies and in line with the Data Protection Act (1998).
- Ensure all clinical staff meet weekly clinical target numbers
- Embed effective screening and triage pathway at the wellbeing centre
- Be part of Clinical Governance representative at monthly meetings including, support wellbeing centre manager in developing services monthly clinical governance report.
- Support centre manager with clinical recruitment to the service

### **Supervision**

- Provide specialist advice, consultation, training and clinical supervision to other clinical staff, demonstrating the skills of a reflective practitioner.
- Promote and support clinical practitioners to act as autonomous professionals responsible for the assessment, treatment and discharge of clients.
- Promote and support the use of outcome measures and service user feedback in order to refine and develop clinical practice in line with the clinical governance agenda.
- Lead weekly MDT/ Case Management supervision meetings for all clinical and management staff
- Oversee the standard of clinical supervision and supervised practice for all therapists/practitioners in the service.
- Provide mentorship for clinical staff in training as required
- Ensure that all clinical staff have access to appropriate clinical, professional and line management supervision, and opportunities for development.
- Receive line management supervision from the Service Manager and consult with Senior Management as required.

### **Development of Clinical Services**

- Work with Centre Manager and Business Development team to enhance existing and development of new clinical service offerings in-line with a Wellbeing Centre model and evidence based treatment offerings
- Be sites clinical representation at management meetings relating to clinical service offering and other

### **Health, wellbeing and safety**

- Take responsibility for own health and wellbeing with the support of Priory services
- Maintain an awareness of the organisation's staff wellbeing strategy.
- Contribute to the promotion of clinical staff wellbeing within the organisation

- Develop and maintain a working knowledge of Health and Safety policies and procedures.

### **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.

### **Confidentiality**

- The post holder must maintain the confidentiality of information about clients, staff and organisational business in accordance with the Data Protection Act 1998 and Caldicott principles.

### **Other**

- Undertake any reasonable duties/responsibilities to meet the needs of the organisation.

## **Knowledge / Education / Skills**

- Proven people management, leaderships skills and decision making skills essential in particular to practitioners delivering a range of treatment modalities
- Evidence of up to date training and/or experience in understanding the latest knowledge in evidence based therapies
- Commercial understanding of implications of varying models of care
- Passionate about providing high quality care
- Forward thinking, proactive and creative
- Strong managerial and organisational skills, ability to prioritise and multi-task
- Passionate about continuous improvement with a demonstrated track record in organisation change
- Able to form strong, effective professional relationships with colleagues, clients, other agencies and the general public
- Adaptable to change and able to drive and implement change to help drive the service forward.
- Demonstrates knowledge of clinical risk issues and implications for practice.
- Ability to develop and enhance clinical service offerings to grow clinical services
- Good record of Continuing Professional Development and willingness to continue this.
- Computer literate, able to use Microsoft Office applications.
- Knowledge of the Priory Wellbeing Centre Services.
- Demonstrates understanding of the importance of policy and procedures in promoting a quality service.

## **Qualifications and Experience**

### **Qualifications**

- You must be a qualified and an accredited CBT Therapist or Registered Clinical/Counselling Psychologist

Please see criteria below, which you must meet:

- Post Graduate CBT training course, as well as BABCP accreditation.
- Psychology Doctorate Training with HCPC Registration as a Clinical/Counselling Psychologist (with BABCP accreditation is also highly desirable)
- Holding a Supervisor Qualification is desirable

### **Experience**

- Proven track record as a clinician, providing expertise and specialist advice, guidance and consultation to all clinical staff and other professionals.
- Strong track record of working with clinical colleagues to ensure they have the skills, expertise and confidence to diagnose, formulate and implement plans for all psychological interventions in accordance with evidence based practice and the requirements of Priory.
- Clinical supervisor who can demonstrate their ability to offer sound clinical supervision.
- Clinical leadership experience in the delivery and management of psychotherapy services
- Substantial experience of the provision of evidence based therapy treatments, in particular CBT model.
- Experience of working within agreed targets achieving good clinical outcomes meeting, and supporting clinical staff to do the same.

### **Communication**

- Strong communication and negotiation skills are required for the effective leadership and management of the site managers
- Ability to manage and deal with a wide range of external agencies, partners, clients and central office management.
- Excellent verbal and non-verbal communications including awareness of impact of communication on desired audience.
- Can flex communication style dependant on situation and message.
- Excellent verbal and written communication skills with proven ability to communicate clearly in difficult and complex situations.
- Able to produce accurate and complete records with attention to detail.
- Ability to engage in collaborative consultation whilst exercising sensitivity to others' needs.

### **Responsibility**

#### **Leadership**

Professional leadership and support to the clinical team of Wellbeing Centre team..

#### **Information**

Shared responsibility for the confidentiality, security and accuracy of patient records, data and information. Ensuring good quality patient documentation, which meets the Regulatory guidelines and statutory requirements.

### Safeguarding

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

This role will include supporting with any escalation of safeguarding concerns at site as well as supporting the safeguarding regional lead.

### Working Environment

37.5 hours per week across 5 days; Office Based role at allocated site. Occasional requirement to stay away from home.

### Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> <li>Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families</li> <li>Actively seeks to develop the potential of every service user and staff member</li> </ul>
Being Supportive	<ul style="list-style-type: none"> <li>Celebrates success and supports colleagues through difficult times</li> <li>Demonstrates loyalty to colleagues, manager and team</li> </ul>
Acting with Integrity	<ul style="list-style-type: none"> <li>Is honest and respectful in all interactions with colleagues and customers</li> <li>Demonstrates emotional control</li> <li>Ensures accurate recording of any transactions and interactions on all company documentation</li> <li>Challenges poor performance and behaviours</li> </ul>
Being Positive	<ul style="list-style-type: none"> <li>Promotes the company in a positive way at all times</li> <li>Strives for positive outcomes, especially when times are challenging</li> </ul>
Striving for Excellence	<ul style="list-style-type: none"> <li>Always puts service quality first</li> <li>Shares and encourages innovation</li> <li>Keeps on top of new developments in the sector</li> </ul>