

Job Description & Person Specification

Job Title: Clinical Lead

Service: Operations

Reports to: Group Psychological Lead

Direct Reports: Nurses

About The Role

The Clinical Lead is responsible for shaping, leading, and delivering our clinical strategy. They will ensure clinical excellence and innovation across our services by providing leadership, knowledge, and their skills to upskill and empower our services. This role aims to support the team to deliver a high quality, trauma-informed service, working with internal and external teams to aid recovery, reablement, and rehabilitation in a Psychologically Informed Environment (PIE).

This role will support staff teams including frontline care and support staff, managers, and central services to bring clinical best practice to life. The role focuses on championing best practice, regulatory compliance, and continuous improvement to ensure our clinical offer delivers meaningful outcomes. They will work in accordance with service specifications and agreements to provide a flexible service which is responsive, and inclusive to individual needs, underpinned by SIG's Theory of Change.

About the Post Holder

The post holder will be a self-starter, able to proactively encourage, take leadership and ownership for creating a safer, compliant clinical service to our residents and participants. They will have the ability to communicate highly complex and sensitive information effectively within the organisation and with external partners and will be a registered clinical professional with experience and/or training in co-morbid mental health presentations and substance misuse.

The post holder will be driven to provide high quality, effective and person-centred support to others. They will thrive when working as part of a team, be an effective communicator, and able to build long-term purposeful relationships with people from different backgrounds, respecting and embracing equality, diversity, and inclusion. They will embrace SIG's values and represent these in everything they do. They will be compassionate, supportive, and empowering to others, comfortable working in a fast-paced and constantly changing environment. They will have a nonjudgmental approach and support us in achieving our mission to empower people by building powerful partnerships and creative solutions that bridge gaps in provision and aid recovery, reablement, and resettlement.

Key Responsibilities

LEADERSHIP AND CLINICAL OVERSIGHT

- Take lead on developing and implementing healthy and safe clinical strategies, policies, and procedures across the organisation, ensuring they are fit for purpose, aligned with regulatory standards and continually updated to industry standards and organisational needs.
- Provide expert clinical oversight across all relevant services, supporting teams with advice, guidance, and training on best practice and regulatory compliance.
- Champion a psychologically informed, trauma informed, and person centred approach to all activities and responsibilities, leading by example.
- Support with the recruitment, induction and training of new healthcare and clinical staff within SIG.
- Lead on research initiatives to evidence the effectiveness of our clinical offer that will provide on-going evaluations and reviews for SIG. Manage ongoing clinical projects, research projects, and internal and external audits.

SERVICE DELIVERY SUPPORT

- Provide hands on support to managers throughout resident and participant interactions with SIG.
- Support teams with cases and medication issues, working alongside external clinical teams.
- Support managers with planning and implementing service improvement plans, considering previous case recordings of Accident, Incidents and Near Misses (AINMs) and support with conducting the meetings.
- Complete and manage serious case reviews, in collaboration with various teams internally and externally to complete thorough evaluation and make recommendations.
- Ensure service responsibilities and requirements are carried out effectively and consistently.
- Provide expertise in inpatient and outpatient support.
- Support with hygiene and infection control within services.
- Liaise with care teams and commissioners around medication management.

GOVERNANCE AND QUALITY ASSURANCE

- Lead and supervise clinical work of frontline services as required, ensuring best practice across clinical delivery in line with regulatory guidelines including but not limited to CQC and NICE.
- Chair clinical governance meetings and uphold high standards of care and support.
- Oversee medication management protocols and incident reviews, ensuring they are safe, correctly administered, and the workforce receive adequate training and updates as required on standards.
- Ensure services are audit-ready and compliant with statutory and professional regulations.

RISK MANAGEMENT, INFORMATION MANAGEMENT AND CASE RECORDING

- Lead on risk management and risk assessments, in line with SIG's theory of change, carry out strengths-based assessments of need and risk and deliver holistic support and risk management

plans, enabling residents/participants to achieve their aspirations and keep themselves safe.

- Follow and manage relevant safeguarding, risk assessment and management procedures, record, and share any relevant information with partner agencies as appropriate.
- Ensure all case recording, and information is accurately recorded in a timely manner, ensuring electronic records are protected in line with GDPR, and kept up to date and written to a high standard.
- Responsible for reporting concerns, risks, or circumstances and taking all reasonable steps to protect residents/participants, and others within the community groups.
- Ensuring a proactive approach to identifying and reporting community risks associated with our resident group and SIG-owned or managed properties.
- Participate in clinical audits, and other administration activities including compiling reports.

ADDITIONAL RESPONSIBILITIES

- Contribute to public awareness campaigns and publications in collaboration with various teams.
- Liaise with and build positive rapport with various partners and stakeholders to ensure seamless clinical delivery including cross working across various services, with teams of various specialties.
- Be the reflective practice lead for staff on site.
- Support with identifying internal and external trends and challenges, supporting continuous improvement for the organisation.
- Work flexibility in working patterns and duties, responding to the needs of the service, team, and residents/participants.
- Possible supervision responsibilities such as with early careers, volunteers, placements, and other roles which may arise within the duration of employment.

SIG POLICIES AND DATA PROTECTION

- Promote, advise, and lead by example by embodying SIG values in creating a positive and productive environment including a Psychologically Informed Environment (PIE) with support.
- Demonstrate and facilitate high standards of service provision in line with organisational values and requirements, ensuring a safe, effective, caring, and responsive service, with support.
- Assist in implementing improvements in and maintain confidentiality in line with organisational policy in respect to residents, participants, staff, and the organisation with support.
- Adhere to and be aware of changes to SIG policies, processes, best practice, Equality, Diversity, and Inclusion (EDI), and data protection always and assist in implementing them where appropriate.
- Lead by example and assist in reporting and improving Health, Safety, and Environmental procedures, whilst following policies and processes in place. Always ensure clean and tidy office spaces and communal areas.

Other responsibilities than those described above may be required to be undertaken from time to time and will be expected to be performed as long as it is within the capacity and level of the position. This JDPS is regularly reviewed and may change in future amendments as per the requirements of the role and organisation.

Person Specification

Qualification and Experience:	Rating
Registered Clinical Profession; Specialist Registered Mental Health Nurse, Non Medical Prescriber qualification or equivalent	Essential
Proven leadership in clinical service delivery within health, social care, or third sector settings	Essential
Experience in managing multidisciplinary teams and driving service excellence	Essential
Previous experience in working within mental health and dual diagnosis	Desirable
Background in research, audit, or service evaluation	Desirable
Skills and Abilities	
Ability to use, learn and adapt to IT at an intermediate level, including Microsoft and other software programs.	Essential
Ability to teach, train, consult, and deliver clinical supervision	Essential
Thorough understanding of risk management and able to share this with colleagues at all levels through training, meetings and one to one support	Essential
Ability to translate industry standards into internal practices, updating relevant people on any updates on a regular basis. Keep in line with regulations and relevant trends	Essential
Understanding of interplay between physical health, mental health, and substance use	Essential
Ability to understand and apply safeguarding protocols as they arise	Essential
Excellent interpersonal skills, both written and oral. Ability to form and build effective relationships and rapport with others	Essential
Ability to influence and negotiate positive outcomes with others	Essential
Ability and willingness to show flexibility in working patterns, responding to the needs of the service and residents	Essential
Ability to promote the service and provide outreach-based provision, with an ability to liaise and work effectively in partnership with stakeholders	Essential
Understanding and/or practical knowledge of the social and societal marginalisation that can be attached to people with complex needs	Essential
Personal Characteristics	
Proactive in making decisions to deal with challenges and providing a solution focused approach using initiative	Essential
Ability to work with confidential information, maintain accurate records and write accurate reports	Essential
Cultural awareness, Self-awareness, and ability to identify personal growth areas and take feedback	Essential
Sensitivity and empathy to others, and ability to deal with individual circumstances with professionalism	Essential
Trauma-informed, non-judgmental approach to overcome barriers and achieve goals with self and others	Essential
Alignment with SIG's core values, mission, and vision and genuine passion for what we do as an organisation	Essential



Penrose

Equinox

Pathways to
Independence

SIG Housing Trust

Safe Ground