



WHAT I AM ACCOUNTABLE FOR:

- Deputisation for the Clinical Lead and or other Deputy Clinical Leads in their absence at key stakeholder events including, strategic meetings and forums (both external and internal)
- Effective supervision, supervision of supervision and case management to ensure the safety and quality of service delivery and meeting our Service Targets and involvement
- Effective line management of direct reports, by enabling Psychological safety, diversity, belonging, performance and talent management of Team Members
- Provide specialist psychological assessments of clients referred to the service, including formulating and implementing plans for psychological treatment
- To lead on identified functions of the service and act as the principal conduit for inter and intra agency communication, setting up and maintain stakeholder relationships and pathway design
- Contribution to the formulation of the development of the service in alignment with the MH Strategy
- Data insight led - informing effective decision making
- Understanding of the IAPT support models and offering specialist contribution where appropriate
- Supporting the Clinical Lead in leading all aspects of clinical governance and quality assurance, including clinical effectiveness, patient safety and safeguarding
- Developing and introducing innovative interventions to improve outcomes and quality of service provision
- Leading on clinical audit processes and action plans
- Championing and leading research, audit and innovation to develop new clinical guidance and service protocols within Service
- Contribution to duty rota, which may occasionally be on-call within service opening hours
- Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g., BPS, UKCP, BACP and BABCP), and keep up to date on new recommendations/guidelines set by the department of health (e.g., NHS plan, National Service Framework, National Institute for Clinical Excellence).

HOW I OPERATE

Values Led Leadership

- Visible and inspiring leadership style and driving performance through diversity and inclusion
- Work collaboratively with the Clinical Lead and Operations colleagues to ensure that clinical best practice is achieved
- Build and maintain effective relationships, across all levels, with both internal and external stakeholders; including commissioners, regulatory bodies and local influencers – being open and listening to improve
- Championing a culture of continuous learning and self development by sharing learning, feedback, coaching and mentoring support to Team Leaders
- Building trust by authentic role modelling of ethical behaviors and people centric approach, in line with our organisational values
- Creating the conditions which enables psychological safety for colleagues

WHAT I NEED:

Skills \ Knowledge

- Understanding and experience of conducting audit, clinical governance and clinical effectiveness procedures
- Qualified and accredited High Intensity Therapist (BABCP, BACP, UKCP etc) with formal IAPT clinical supervision training.
- Experience of developing a substantial service provision and providing expertise through training and supervision
- Familiarity of both Low and High Intensity Interventions
- Experience of supporting service development and expansion in areas such as community partnerships, working with other healthcare providers, perinatal, and long-term health conditions
- Experienced effective Senior Leader within an IAPT service
- Experience of working with a wide variety of client groups, and application of psychological interventions in different cultural contexts.
- Excellent and effective communication skills
- Expert knowledge of IAPT compliance standard and KPIs



PEOPLE

- Line Management, Supervision and case management for direct reports and other clinical colleagues as required
- To support effective management of all clinical placements for Trainees within the IAPT service, to ensure they achieve the relevant competencies and qualification within target time frame
- To maintain and develop skills in the area of clinical supervision and training for Trainee and qualified colleagues
- To conduct the Ongoing Performance Reviews (OPR) of direct reports and contribute to the of team leaders within the teams. Identify training needs and co-ordinate their CPD
- To support as appropriate in colleague recruitment.
- Act as a point of contact for specialist enquiries
- Will take action to safeguard the health, safety and wellbeing of the people we support, colleagues and others
- Will maintain great relationships with partner organisations
- Role model best practice at all times

PROCESS

- Attending management and commissioner meetings
- Completing all mandatory compliance training
- To undertake any other reasonable duties as requested by line manager
- Reducing health and wellbeing inequalities
- Proactively contribute to the continuous improvement of the service
- Provide regular updates to wider team members reflecting national and local drivers, best practice
- Utilise research skills for audit, policy and service development
- To exercise delegated responsibility for managing psychological resources within the service.
- To act as an authorised signatory
- To ensure the development and maintenance of the professional standards of practice through participation in internal and external CPD training and development
- To maintain the highest standard of clinical record keeping