JOB DESCRIPTION

Post: Associate Clinical Director (Dementia)

Reports to: Medical Director / Director of Performance and Strategy

Accountable to: Clinical Theme SRO / Managing Director

Time requirement: Approximately 0.5 days per week for one year

Background
The Health Innovation Network is the Academic Health Science Network (AHSN) for South London. We connect academics, NHS commissioners and providers, local authorities, patients and patient groups and industry in order to accelerate the spread and adoption of innovations and best practice, using an evidence-based approach, working across large populations. Working as catalysts of change across health and social care economies, we facilitate health improvements and economic growth.

We are a membership organisation and our ambitions are to improve patient outcomes and support economic growth, through facilitating system wide change. Our programmes focus on local health priorities; with clinical themes in diabetes, atrial fibrillation, dementia, musculoskeletal, alcohol. Our innovation themes – patient experience, patient safety, technology & information, digital health, education & training and wealth creation - underpin the clinical programmes, as well as providing direct support to members.

Our clinical and innovation themes each have a small number of specific projects, identified and shaped in partnership with professionals and experts, and patients, service-users and the public from across South London. Our philosophy is to promote self-care and encourage a ‘whole person’ approach, by integrating physical, mental health and social care across traditional boundaries.

Job Summary
The Associate Clinical Director will support the Clinical Director and Programme Team by providing clinical leadership for one of the key Clinical Themes within the AHSN, enthusing others and driving change across South London. They will be a practising clinician from any professional group, and will have a good knowledge of research in the relevant specialty and excellent interpersonal skills. Together with the central AHSN team they will be responsible for agreeing a challenging work programme and for achieving against milestones and targets for the theme.

Key responsibilities

1. Clinical Leadership and Ambassadorial Function
   • To be a visible clinical leader and clearly articulate the quality arguments for service development and change, creating a compelling case for change in patient care and experience which forms the vision for the Clinical Theme.
• To have a strong interest in public health, focusing on population health and supporting people to take a greater responsibility for their own health and their own care management as appropriate
• Delegated authority as HIN representative for the Clinical Theme across member organisations in South London, promoting the work of the HIN, and using influencing and negotiating skills to secure commitment, input and resources from members to support the work of the Theme and the AHSN more broadly
• Represent the South London AHSN at pan-London or national level, as required
• To work with a collaborative and influencing management style by negotiating with others to achieve the best outcomes
• Provision of advice where clinical expert opinion differs, leading appropriate discussions to seek resolution for the clinical theme

2. Design and delivery of clinical theme objectives
• Contribute to designing a programme of transformational change, based on
  - a review of existing innovative practice and new service models in relevant area across South London
  - a review of best practice standards, research evidence, national guidance and data within the clinical area
• Building on discussions with clinicians, managers and patients across South London, determine a small number of specific interventions or new care pathways which can be delivered in the Clinical Theme (reflecting public health interventions, chronic disease management and interventions in patients with complex conditions and co-morbidities). Each of these interventions should be evidence based, measurable and make a high impact on patients.
• Design “optimal” care pathways and models of care, including “toolkit” approach to elements of care
• Support the Programme Director in the development of a detailed implementation plan, taking a lead role in achieving clinical buy-in and supporting the programme team to ensure implementation is carried out in a practical and effective way
• Support the development and delivery of a comprehensive communications plan to support the implementation of the Theme’s objectives especially with regard to engaging the clinical community

3. Performance management and reporting
• Against the detailed delivery plan for the Clinical Theme, participate in negotiations with the SRO and HIN Executive team on appropriate milestones and metrics against which the success of the programme will be judged. These measures should be able to demonstrate clear improvements in clinical outcomes and/or patient experience, and be endorsed by patient and public representatives.
• Contribute to regular performance reports (with exception reports and corrective action plans as appropriate) for the Executive team, HIN Board and Membership Council.
• Attend programme board and other relevant meetings as required

4. Management of the Clinical Theme
• Forge positive working relationships, in order to support an effective matrix approach to achieve AHSN objectives.
• Work in a matrix management style and to foster close working relations with all managers within the AHSN and all AHSN members and stakeholders across South London and beyond.
5. **Academic Interface**
   - Ensure that the work programme and individual projects and interventions are evidence based and rigorously evaluated (working with Innovation Fellows and other academic colleagues, including health economists, as appropriate)

6. **Engagement**
   - Working collaboratively with key stakeholders to develop a faculty of local champions and leaders
   - To act as a champion for patients and their interests and involve the public and patients in the policy development and decision-making of the AHSN.

7. **Education and Professional development**
   - Take every reasonable opportunity to maintain and improve professional knowledge.
   - Develop own skills and knowledge and provide information to others to help individual and team development.
   - Participate in personal objective settings and review, including a personal development plan.
   - Demonstrate high standards of integrity when dealing with shared data or information and ensure individual and organisational confidentiality is maintained at all times.

8. **Special Requirements:**
   You may on occasion be required to work irregular hours in accordance with the needs of the role. You will routinely be expected to travel across South London and others locations to meet with members of the AHSN team, project stakeholders and others.

Please note that HIN is hosted by Guy’s and St Thomas’ NHS Foundation Trust (GSTT) and that HIN staff therefore must comply with GSTT policies and procedures.
**Person specification:**

<table>
<thead>
<tr>
<th>Experience, qualities &amp; skills</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional clinical registration (e.g. medical, nursing, AHP)</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Experience of a clinical leadership role</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Experience of working across system boundaries, e.g. in leadership role, or in change programme</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Strong influencing and negotiating skills</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Managerial or leadership qualification</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Ability to manage part-time working hours flexibly to meet the demands of the role</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Ability to travel, in particular extensively across South London</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Substantive clinical role in South London organisation</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>